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(Continued on page three of cover)

# THE LABOUR GAZETTE

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## New Year Messages



### The Minister of Labour

abroad than ever before. By the end of the year it was estimated that our exports were close to balancing our imports for the first time in nine years.

The trend today is toward a highly-skilled work force. Modern technology is rapidly increasing the demand for men and women with a high level of education and training. At the same time, the number of jobs for the unskilled and semi-skilled is dwindling.

In the past, there has not been a sufficient number of skilled people trained in Canada to meet the needs of industry.

The federal Government has recently taken steps to stimulate more vigorous training programs both in public institutions and in industry.

Under new training agreements that have been entered into with all provinces the federal Government is contributing, until March 31, 1963, 75 per cent of provincial expenditures on the building and equipping of new technical and vocational schools.

An upsurge of activity in all parts of Canada has resulted. The latest figures show that 160 new technical and vocational schools and institutes are already under construction, or will be shortly.

Last year the provinces told us that their facilities for this kind of education would have to be expanded by 50 per cent to meet immediate needs. We then thought this goal could be reached in five years; it now appears we shall reach it in 2½ years.

The Municipal Winter Works Incentive Program has gained momentum from year to year, and will have a significant effect on employment this winter. Last year, almost three times as many municipalities took part as the year before, and this winter's figures are running ahead of last year's.

It is clear that an important key to our future prosperity is better relations between labour and management to bring about co-operation in the solution of industrial problems.

I know that in this country labour and management are conscious of the need for closer co-operation. Every effort should be made by both to bring this about.

Our economy is expanding and the outlook for the year ahead is good. All of us, governments, labour and management, working together, should be able to make it a happy and prosperous year for Canada.

My very best wishes to you all for 1962.

The factors by which we measure prosperity and progress have shown encouraging improvement during 1961.

Positive measures have been taken by the Government to stimulate production, employment and exports. These efforts are producing results.

Employment, labour income, and output are at record levels, and unemployment has shown a significant drop. By November there were 80,000 fewer unemployed than a year earlier.

Because of increased activity, and the general atmosphere of confidence that prevails in industry, it is almost certain that the rise in unemployment this winter will be a good deal less than usually occurs at this time of year.

In the middle of last year average earnings were 2.6 per cent higher than twelve months earlier. Industrial production has shown a steady upward trend all through 1961.

All these things are encouraging. But it must be clear to all of us that in a changing world—a world in which new economic and political patterns are emerging—we must make vigorous efforts to maintain our place and our prosperity.

New and positive programs are being pressed to achieve this result.

Canada's export drive is showing success. Last year we sold more of our products



**Claude Jodoin**  
President,  
Canadian Labour Congress



The year of 1962 is certain to be a decisive one in Canadian history. We are confronted with major changes and developments both within and without the boundaries of our country. As always, the challenges that confront us are accompanied by great opportunities and responsibilities. This is the time at which we should firmly determine to meet them.

The need is not for some casual New Year's resolutions which may slip and be forgotten a few days after we enter another year. The need is for a firm determination to meet these challenging and rapidly changing conditions and to be ready to adopt new approaches which alone can meet the needs of 1962 and the years to follow. Let us first look at our domestic situation as it is now and as it may be in 1962.

We have been bombarded with slogans about the need for increased production. The fact is, and it is proved by every statistical table that the Government or any other responsible body has produced, that production has increased tremendously. Production increase has far and away outstripped the increase in the working force.

These are facts that cannot be denied, but they do not diminish or deter from the suggestion that there is room in Canada for betterment of management-labour relations.

Canada, industrially, has grown at a rapid pace. We have in recent years seen, and we continue to see, sweeping changes in technological improvement and in the more advanced field of automation. Our human relations, which are surely at least as important as our mechanical processes, have failed to keep pace with these changes.

We, as a labour movement, are sensitive to this. We have repeatedly suggested that steps should be taken to improve this relationship. Methods should be worked out for those who direct and those who labour to sit down together and to develop better relationships, aimed toward a more closely co-ordinated effort for our mutual advantage and for the advantage of the country in which we share citizenship.

We feel that we have all too often been rebuffed in these advances. We have heard and read a great deal about the need for better communication between labour and management. We say that there must first be a will to communicate.

We suggest that the time has arrived when the appointment of a Social Economic Advisory Council should be effected as the first step toward a better relationship and a united attack on our economic problems. Such a Council could logically be of a tripartite nature, with government, management and labour representation. It would be of a purely advisory nature but would provide a means for management and labour to co-operate with government in fields of mutual concern.

There are many rapidly changing conditions that must be met in the year we are just entering. If we are to meet the future with confidence and with efficiency we must plan; a Social Economic Advisory Council would provide facilities for such planning.

There is no evidence that we are yet free of the waste of and the ravages on human beings that result from unemployment. We know that many young people, at the age when they would normally start work and make their talent available, find that their talent is not wanted. At the other end of the scale we find many Canadian workers who, while relatively young in years, are old in terms of the labour requirements of industry.

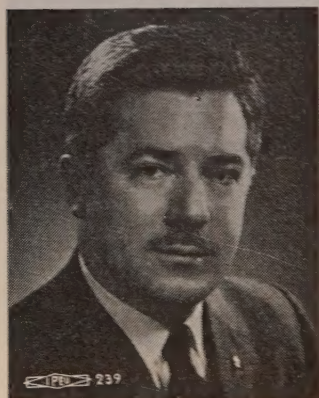
While we are confronted with these and other challenges at home we are also constantly being reminded that Canada is dependent to a considerable degree on international trade; and we are told that we face increased competition from abroad.

It is a well-known fact that the industries of many other countries are rapidly adopting production methods that have been an advantage to our industries in the Western Hemisphere. Those who have been close students of industrial relations throughout the world know also that in many of these other countries labour-management relations have for some time been well in advance of those in our own country.



It seems significant that employers in these countries where labour-management relations are well established do not engage themselves in seeking legislation that would be restrictive to a free trade union movement. They recognize that an essential counterpart to free enterprise is a free trade union movement—free of dictatorship from government and from management.

As we enter this New Year the Canadian Labour Congress is determined to renew its efforts toward the establishment of better labour-management relations in Canada. We



**Jean Marchand**  
General President,  
Confederation of National Trade Unions

What does next year hold in store? No one can tell. Will science record new conquests? Scientists have already achieved such miracles that if it were possible for our forefathers to come back on earth today they would think they were on another planet. The fantastic power that man has been able to acquire through modern scientific knowledge, however, should not make us overlook one of the main characteristics of our time: all men now are neighbours; distance doesn't count anymore. We are entering a new stage in the life of mankind, where the bonds of brotherhood between men cease being merely a moral principle to become the very basis of our survival and of our destiny on earth. May we all devote this coming year 1962 to better understand our responsibilities as citizens of the atomic and cosmic era.

If people in Tokyo, London or New Delhi demonstrate and express their serious concern, it is because man's mind has produced a weapon so powerful that it threatens the security of all peoples. In Canada, we haven't gone through the experiences of war and this may explain why we didn't react so vividly to the danger of a nuclear war. But the two world wars of 1914 and 1939 are only child's play compared with the horrors of nuclear war. The people of

feel, very strongly, that no realistic approach has yet been made to this very fundamental need. We propose to advance specific suggestions to this end and we hope that this determination may be shared by responsible management, by government, and by all others who recognize this as an essential need to the very future of Canada.

Our interest in world affairs is, of course, not restricted to labour-management relations. We have a very deep concern in international affairs generally. This has been a dark year in international affairs. We saw the collapse of disarmament negotiations; a breakdown of the moratorium on nuclear tests; the explosion of the first 50-megaton bomb; and aggravation of the Berlin crisis.

As we enter a New Year we see the first indications of a possibility of the resumption of negotiations. I am sure that I speak for the workers of Canada when I say that we hope 1962 will bring much better results in our struggle for freedom and security for all.

Canada should rise *en masse* to tell our government that it will not accept under any circumstances the collective suicide that would be caused by its participation in the nuclear armaments race. Not only is the CNTU opposed to the manufacture of nuclear warheads in Canada, but also to their use by Canadian armed forces or their stockpiling on Canadian soil. Let us all wish that the year 1962 will provide us, rather than another inane display like Exercise Tocsin B, with a clear-cut policy statement by Canada toward the achievement of world peace.

In the name of the Confederation of National Trade Unions and its 100,000 members, I also express the wish that the Canadian Government will increase its aid to underdeveloped countries. Peace can not exist where there is injustice. It is not yet too late for Western nations to recognize that their social and economic structures are not without fault. Along with this wild selfishness that is labelled colonialism, we must also suppress the national selfishness that prevents us from clearly realizing the dire want of certain peoples.

In this era of the H-bomb and space rockets, all men should assume full consciousness of their basic equality and learn

(Continued on page 1865)



# EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

## Employment and Unemployment, November

Employment declined less than seasonally between October and November, mainly as a result of strength in manufacturing. It totalled 6,155,000 in November, only 65,000 below the October total but still 126,000 above the November 1960 figure.

There was an unusually small increase in unemployment during the month; the November total of 349,000 was 80,000 lower than a year earlier.

The labour force decreased by 34,000 between October and November, in line with the seasonal pattern.

### Employment

Agriculture was mainly responsible for the decrease in employment between October and November. In non-farm industries employment remained stable. Manufacturing employment, which usually falls at this time of year as a result of production cutbacks in food processing and construction materials industries, was unchanged from October. Increasing or sustained high levels of activity were reported in many durable-goods manufacturing industries. Construction and transportation employment declined seasonally, but hiring in the forestry, trade and service industries offset the declines.

Of the estimated 6,155,000 employed, 4,454,000 were men and 1,701,000 were women; corresponding figures in October were 4,522,000 and 1,698,000. Employment in agriculture was estimated at 629,000 and in non-farm industries at 5,526,000.

Employment in November was up 126,000, or 2 per cent, from a year earlier. The gain was largely accounted for by the increasing number of workers hired in manufacturing and service industries. The numbers employed in these industries were 96,000 and 78,000 higher, respectively, than in November 1960. Small declines occurred in most other industries.

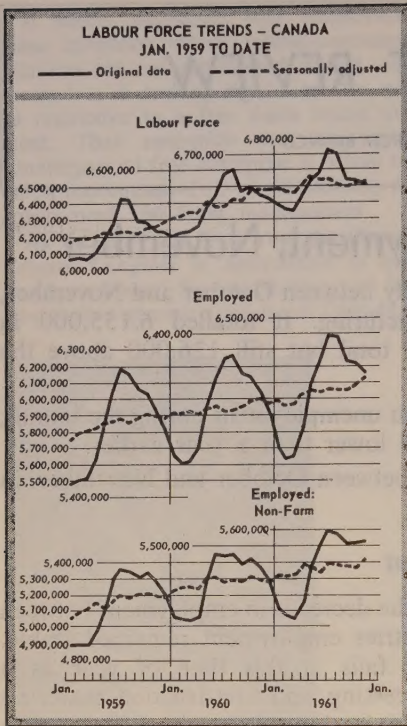
In Ontario and Quebec employment was maintained at October levels, owing mainly to a further strengthening in manufacturing. For some months, high levels of output and employment have been maintained in the motor vehicle and other consumers goods industries. More recently, rehiring has been evident in the heavy electrical apparatus, railway rolling stock and shipbuilding industries. In the Atlantic, Prairie and Pacific regions, employment declined owing to seasonal factors.

Regional employment estimates were: Atlantic, 538,000; Quebec, 1,698,000; Ontario, 2,294,000; Prairies, 1,082,000; and Pacific, 543,000.

### Unemployment

The increase in unemployment during the month—31,000—was the smallest in five years. Apart from seasonal changes, unemployment has been falling since early summer. The unemployment rate in November was 5.4





per cent of the labour force compared with 6.6 per cent last year. In comparison with last year, 70,000 fewer persons were without work and seeking work, and 10,000 fewer were on temporary layoff. All of the decrease was among persons who were seeking work for six months or less.

Of the 349,000 unemployed, 331,000 were without work and seeking work and 18,000 were on temporary layoff. Of those without work and seeking work, 307,000 were seeking full-time work and 24,000 part-time work.

Of the unemployed in November, 291,000 were men (up 29,000 from October) and 58,000 were women (virtually unchanged over the month). Of the unemployed men, 30 per cent were under 25 years of age and more than one-half were married. Of the unemployed women, more than one-half were under 25 years of age and almost 30 per cent were married.

### Regional Summaries

Employment in the **Atlantic** region declined by an estimated 33,000 between October and November. Agricultural employment, which was unusually high in October, accounted for three quarters of the decrease. The decline in non-agricultural employment was due mainly to seasonal slackening in fishing and construction. Activity in the railway rolling stock industry was reduced during the month after completion of an order for boxcars, but in other manufacturing industries employment showed little change. In shipbuilding there were continuing shortages of many types of skilled tradesmen.

Unemployment in November was 8.7 per cent of the labour force compared with 6.9 per cent in October and 9.1 per cent a year earlier.

Employment in November was estimated to be 8,000 higher than a year earlier. All of the increase was in non-farm industries. Increases in manufacturing, trade, construction and forestry were partly offset by small declines in fishing, transportation and mining.

In the week ended November 11, the Atlantic labour force was estimated at 589,000, down from 613,000 in October but up slightly from November 1960. Employment was estimated at 538,000 (53,000 in agriculture and 485,000 in non-farm industries). Unemployment was estimated at 51,000, slightly higher than in October but slightly lower than a year earlier.

Employment in the **Quebec** region remained unchanged between October and November. Agricultural employment showed the usual seasonal decline, but employment in non-agricultural industries increased, which is unusual for this time of year. Employment in most industries manufacturing consumer goods continued at the high level of the previous month. Employment in the textile industry was well maintained, although some seasonal cutbacks took



place during the month. Increased employment and a steady demand for skilled labour were reported in the iron and steel industry. Wood cutting operations were nearing completion in a number of areas. Construction employment remained high, aided by an early resumption of the Municipal Winter Works Incentive Program.

Unemployment in November was 6.2 per cent of the labour force, compared with 6.3 per cent in October and 7.9 per cent a year earlier.

The employment increase of 34,000 over the year occurred mainly in the manufacturing and service industries. The improvement in manufacturing was fairly widespread but was particularly noticeable in shipbuilding and railway rolling stock. Forestry employment showed a marked decline over the year, partly as a result of changes in the pattern of forestry operations that have taken place in recent years, and partly as a result of increased mechanization. Employment in mining was somewhat higher than last year. Construction employment remained virtually unchanged from a year earlier.

In the week ended November 11, the Quebec labour force was estimated at 1,810,000. Employment was estimated at 1,698,000, unchanged from October but 34,000 higher than in November 1960. Unemployment, at an estimated 112,000, was down slightly from October and down 31,000 from November 1960.

Employment in the **Ontario** region remained unchanged in November from the previous month. Seasonal layoffs in the canning industry, in road construction, water transportation, agriculture and steel were offset by hirings in textiles and clothing, motor vehicles and railway rolling stock, glass and rubber products, boots and shoes, as well as by pre-Christmas activity in candy and biscuit, jewellery and toy factories. The trade and service industries were buoyant and employment in mining rose slightly as the outlook for uranium improved. Skilled industrial workers such as tool and die makers, machinists and steel lay-out men were in short supply and there was a continuing demand for professional and technical personnel, including electronic technicians. In some areas, there was a shortage of female factory workers, while stenographers and hairdressers continued to be in short supply. Signs of weakening were apparent in residential construction.

Unemployment rose only slightly during the month, and in November was 4.1 per cent of the labour force, compared with 3.9 per cent in October and 5.3 per cent in November last year.

The employment trend has been upward since April and the level in November was 1.6 per cent higher than a year before. Significant increases in employment took place over the year in manufacturing, trade, services, finance and insurance. These more than offset declines in agriculture, mining, construction and transportation. Non-farm employment rose by 62,000 during the year while farm employment declined by 25,000.

In the week ended November 11, the Ontario labour force was estimated at 2,393,000, employment at 2,294,000 and unemployment at 99,000. All these were not much changed from the October estimates.

The October to November employment decline in the **Prairie** region was smaller than usual. Farm employment dropped by an estimated 23,000, about normal for this time of year, but non-farm employment was well maintained. A few layoffs occurred in iron and steel plants but elsewhere in manufacturing employment showed continuing strength. The drop in construction employment was somewhat smaller than usual as continuing good weather aided outdoor work. Activity in the transportation industry declined seasonally.



Unemployment in November, at an estimated 49,000, was 4.3 per cent of the labour force compared with 3.2 per cent a month earlier and 4.5 per cent a year earlier.

Employment in November was 30,000, or 2.9 per cent higher than a year earlier. About one third of the increase was in agriculture. The increase in non-farm employment was fairly evenly distributed between manufacturing and service. Mining employment showed little year-to-year change, an increase in metal mining being largely offset by decreases in oil and gas exploration and in coal mining.

In the week ended November 11, the Prairie labour force was estimated at 1,131,000, down from 1,142,000 in October but 30,000 higher than in November 1960. Employment was estimated at 1,082,000, which was 24,000 lower than the October estimate and 30,000 higher than the November 1960 estimate. The unemployment estimate, 49,000, was unchanged from a year earlier, up 13,000 from a month earlier.

Employment in the **Pacific** region experienced a small seasonal decline between October and November. The goods-producing industries accounted for all of the decline; most service-producing industries reported employment increases. Employment in forestry decreased because adverse weather hampered forestry operations in several areas. The completion of this year's canning and food processing program was followed by the usual seasonal layoffs in these industries. Employment in sawmills and iron and steel products held up well. Some hiring was reported in trade, while employment in transportation remained steady. Activity in residential and institutional construction continued high but total construction employment declined somewhat over the month.

Unemployment in November was 6.5 per cent of the labour force compared with 5.8 per cent a month earlier and 9.8 per cent a year earlier.

Employment increased by 17,000 over the year, in spite of a substantial decline in agricultural employment. Most of the increase occurred in the service-producing industries, although many other industries also showed year-to-year improvements. Employment in forestry was up from last year as a result of an increased log cutting program. Over-all employment in manufacturing was somewhat higher than a year earlier. Construction was the only major non-agricultural industry that showed a noticeable year-to-year decline in employment.

In the week ended November 11, the Pacific labour force was estimated at 581,000, employment at 543,000 and unemployment at 38,000. These figures were little different from the October estimates: 585,000; 551,000; and 34,000.

#### LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	November 1961	November 1960	November 1961	November 1960	November 1961	November 1960
Metropolitan.....	3	3	9	8	—	1
Major Industrial.....	2	2	21	23	3	1
Major Agricultural.....	—	—	12	10	2	4
Minor.....	7	6	39	47	12	5
Total.....	12	11	81	88	17	11



## CLASSIFICATION OF LABOUR MARKET AREAS—NOVEMBER

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	ST. JOHN'S VANCOUVER-NEW WESTMINSTER WINDSOR	Calgary EDMONTON HALIFAX Hamilton MONTREAL OTTAWA-HULL QUEBEC-LEVIS TORONTO Winnipeg		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non- agricultural activity)	LAC ST. JEAN Sydney	Brantford Corner Brook Cornwall FARNHAM-GRANBY Fort William- Port Arthur GUELPH Joliette Kingston Moncton New Glasgow Niagara Peninsula Oshawa Peterborough Rouyn-Val d'Or Saint John Sarnia Shawinigan Sherbrooke Timmins- Kirkland Lake Trois-Rivières Victoria	Kitchener London Sudbury	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural)		Barrie CHARLOTTETOWN CHATHAM LETHBRIDGE MOOSE JAW PRINCE ALBERT RED DEER REGINA RIVIERE DU LOUP SASKATOON Thetford-Lac Megantic- St. Georges Yorkton	Brandon North Battleford	
MINOR AREAS (labour force 10,000-25,000)	CHILLIWACK DAUPHIN GASPE OKANAGAN VALLEY PRINCE GEORGE- QUESNEL RIMOUSKI ST. STEPHEN	BATHURST Beauharnois BELLEVILLE- TRENTON BRACEBRIDGE BRIDGEWATER Campbellton CENTRAL VANCOU- VER ISLAND CRANBROOK DAWSON CREEK Drummondville EDMUNDSTON Fredericton GRAND FALLS Kamloops LACHUTE-STE. THERESE LINDSAY Medicine Hat Montmagny Newcastle NORTH BAY OWEN SOUND Pembroke PORTAGE LA PRAIRIE Prince Rupert Quebec North Shore Ste. Agathe- St. Jérôme St. Jean ST. THOMAS SAULT STE. MARIE Sorel SUMMERSIDE	Brampton Drumheller Galt Goderich Kentville Kitimat Listowel St. Hyacinthe Simcoe Stratford Walkerton Woodstock- Tillsonburg	
		Group 2 (Cont'd) SWIFT CURRENT TRAIL- NELSON Truro Valleyfield Victoriaville WEYBURN WOODSTOCK Yarmouth		

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 624, July issue.



# Current Labour Statistics

(Latest available statistics at December 15, 1961)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a)..... (000)	November	6,504	- 0.5	+ 0.
Employed..... (000)	November	6,155	- 1.1	+ 2.1
Agriculture..... (000)	November	629	- 10.7	- 3.1
Non-agriculture..... (000)	November	5,526	+ 0.2	+ 2.7
Paid workers..... (000)	November	5,037	- 1.0	+ 2.3
At work 35 hours or more..... (000)	November	5,249	+ 41.3	+ 18.8
At work less than 35 hours..... (000)	November	728	- 68.2	- 49.7
Employed but not at work..... (000)	November	178	- 18.0	+ 7.9
Unemployed..... (000)	November	349	+ 9.7	- 18.7
Atlantic..... (000)	November	51	+ 21.4	- 3.8
Quebec..... (000)	November	112	- 1.8	- 21.7
Ontario..... (000)	November	99	+ 7.6	- 22.1
Prairie..... (000)	November	49	+ 36.1	0.0
Pacific..... (000)	November	38	+ 11.8	- 33.3
Without work and seeking work..... (000)	November	331	+ 8.5	- 17.5
On temporary layoff up to 30 days..... (000)	November	18	+ 38.5	- 35.7
Industrial employment (1949 = 100).....	September	123.2	- 0.6	+ 0.1
Manufacturing employment (1949 = 100).....	September	112.7	- 0.4	+ 1.0
Immigration.....	1st 9 Mos. 1961	56,168	—	- 33.0
Destined to the labour force.....	1st 9 Mos. 1961	27,872	—	- 37.1
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	November	48	- 17.3	- 17.3
No. of workers involved.....	November	11,032	- 73.1	+ 100.9
Duration in man days.....	November	123,940	- 71.1	+ 133.1
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.).....	September	\$78.73	+ 0.6	+ 2.8
Average hourly earnings (mfg.).....	September	\$1.82	0.0	+ 2.8
Average hours worked per week (mfg.).....	September	41.3	+ 1.0	+ 1.0
Average weekly wages (mfg.).....	September	\$74.97	+ 1.0	+ 3.6
Consumer price index (1949 = 100).....	November	129.7	+ 0.4	+ 0.1
Index numbers of weekly wages in 1949 dollars (1949 = 100).....	September	139.0	+ 0.9	+ 3.7
Total labour income..... \$000,000	September	1,688	+ 1.2	+ 4.1
<i>Industrial Production</i>				
Total (average 1949 = 100).....	October	183.4	+ 1.6	+ 6.9
Manufacturing.....	October	164.1	+ 1.2	+ 6.1
Durables.....	October	155.6	+ 1.4	+ 7.2
Non-durables.....	October	171.4	+ 1.2	+ 5.2

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 624, July issue.



# COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

During November, 118 major collective agreements, covering more than 200,000 workers, were under negotiation in various industries across Canada. Collective bargaining during the month resulted in 18 major settlements and provided wage increases and improved fringe benefits for approximately 36,500 workers. More than half of these workers were covered by settlements between Bell Telephone and the unions representing the company's plant, traffic and sales department employees; most of the remainder were in the electrical products and pulp and paper industries, and in municipal and hospital services.

In the electrical industry, a new 30-month collective agreement between **Canadian Westinghouse** and the **United Electrical Workers** was reached in October and ratified the following month by the company's 3,150 employees. The settlement featured company-union agreement to discontinue all incentive and piecework after January 12, 1962, at which time more than 1,300 employees now working under incentive systems will be placed on straight hourly rates, based on the individual's average hourly earnings during 1961. Furthermore, the company will introduce a new job evaluation plan that provides a classification structure of 14 grades for male employees and seven for female employees. In addition, the agreement provides to every employee three incremental wage increases of  $\frac{1}{2}$  cent an hour for each grade, on October 20, 1961, October 19, 1962 and October 18, 1963. Implementation of the plan will result in pay increases ranging from  $\frac{1}{2}$  cent to  $3\frac{1}{2}$  cents an hour for female employees and  $\frac{1}{2}$  cent to 7 cents for male employees; these increases will be in addition to the general wage increase in the new agreement, amounting to 11 cents an hour spread over the 30-month period.

Considerable progress was made during the month in renegotiating important agreements in the steel and the automobile industries. In the steel industry, negotiating committees of the **United Steelworkers** and **Algoma Steel** reached a conditional agreement that was subject to ratification by the union membership in a vote scheduled for early December. At the **Steel Company of Canada** in Hamilton a conciliation officer held meetings with the company-union negotiators but by the end of the month they had not arrived at an agreement.

During the month, the **United Automobile Workers** conducted a strike vote at the seven plants of **General Motors** in Ontario; the voting was in favour of strike action against the company should no agreement be reached. A conciliation board met briefly with the parties on November 28 but made no recommendations in the dispute. A strike deadline was then set for December 11. Further negotiations failed to produce a settlement by the strike deadline date and, as a result, the employees left their jobs. Within the next three days the bargaining committees reached an agreement, which was to be presented to the membership for ratification. Negotiations between the UAW and **Chrysler** and **Ford** continued during the month with the aid of a conciliation officer.

In the transportation industry, bargaining agencies for trucking firms in British Columbia, Ontario and Quebec were at various stages of negotiation with locals of the Teamsters union. The current round of bargaining in the industry was opened last June between the **Teamsters** and the **Motor Trans-**



**portation Industrial Relations Bureau**, representing ten car hauling firms in southern Ontario. At the end of November operations at these firms were closed down by a strike. The main issue in the dispute was control of health and welfare funds currently administered exclusively by the Ontario Teamsters Welfare Fund, a chartered organization. The companies proposed that the Teamsters Welfare Fund be replaced by a jointly administered plan, in which event the firms agreed to pay \$16 per month per employee. In regard to wages the employers offered increases of 9 cents an hour for drivers and 12 cents for skilled mechanics in a three-year contract.

Strikes were also in progress during November, at four plants of **Canada Cement**, which has nine establishments in the province of New Brunswick, Quebec, Ontario, Manitoba and Alberta. These work stoppages occurred in the course of negotiations with the **Cement Workers**, who had opened joint bargaining last May in Montreal for a new master agreement covering all company plants. When conciliation services were requested, however, the conciliation proceedings were conducted on a provincial basis. Workers at Woodstock, Belleville and Port Colborne, Ont., and Montreal, Que., rejected a company offer based on an Ontario conciliation board's recommendations and stopped work late in November. During the month, however, the company reached an agreement with the union at its Hull plant, and contract negotiations continued at plants at Winnipeg, Man., Havelock, N.B., and at Exshaw and Clover Bar, Alta.

## Collective Bargaining Scene

Agreements covering 500 or more employees,  
excluding those in the construction industry

### Part I—Agreements Expiring during December 1961, January and February 1962

(except those under negotiation in November)

Company and Location	Union
Anaconda American Brass, New Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Asbestos Corp. & others, Thetford Mines, Que.	Mining Emp. Federation (CNTU)
Assn. des Marchands Détaillants (Produits Alimentaires), Quebec, Que.	Commerce Emp. Federation (CNTU)
Babcock-Wilcox & Goldie-McCulloch, Galt, Ont.	Nat. Council of Cdn. Labour (Ind.)
Bindery room employers, Toronto, Ont.	Bookbinders (AFL-CIO/CLC)
Brewers' Warehousing, province-wide, Ont.	Brewery Wkrs. (AFL-CIO/CLC)
Cdn. Celanese, Sorel, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Cdn. Industries Ltd., Millhaven, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Cdn. Johns-Manville, Asbestos, Que.	Mining Empl. Federation (CNTU)
Cdn. Marconi, Montreal, Que.	Salaried Empl. Assn. (Ind.)
C.N.R., C.P.R., other railways, system-wide	15 unions (non-operating empl.)
Consolidated Mining & Smelting, Kimberley & Trail, B.C.	Mine, Mill & Smelter Wkrs. (Ind.)
Dominion Glass, Hamilton, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dom. Textile, Montmorency, Sherbrooke, Magog, Drummondville, Que.	Textile Federation (CNTU)
Dom. Textile, Montreal, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Eastern Can. Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Firestone Tire & Rubber, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Ford of Canada, Windsor, Ont.	Auto Wkrs. (AFL-CIO/CLC) (office empl.)
Glove Mfrs. Assn., Montreal, St. Raymond, Loretteville, St. Tite, Que.	Clothing Wkrs. Federation (CNTU)
Goodyear Tire & Rubber, New Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hotel Chateau Frontenac (C.P.R.), Quebec, Que.	Railway, Transport & General Wkrs. (CLC)
Hotel Chateau Laurier (C.N.R.), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
Hotel Empress (C.P.R.), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
Hotel Vancouver, Vancouver, B.C.	Railway, Transport & General Wkrs. (CLC)
Imperial Tobacco & subsidiaries, Ont. & Que.	Tobacco Wkrs. (AFL-CIO/CLC)
International Nickel, Port Colborne, Ont.	Mine, Mill & Smelter Wkrs. (Ind.)
International Nickel, Sudbury, Ont.	Mine, Mill & Smelter Wkrs. (Ind.)
Lake Asbestos of Que., Black Lake, Que.	Mining Empl. Federation (CNTU)
Millinery Mfrs. Assn., Montreal, Que.	Hatters (AFL-CIO/CLC)
Miramichi Lumber, Chatham Industries & others, Miramichi Ports, N.B.	Miramichi Trades & Labour (Ind.)
Montreal Cottons, Valleyfield, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Motor Trans. Ind. Relations Bureau (north, general freight), Ont.	Teamsters (Ind.)
Northern Electric, Belleville, Ont.	Empl. Assn. (Ind.) (plant empl.)
Northern Electric, Montreal, Que.	Empl. Assn. (Ind.) (phone installers & plant empl.)



Company and Location	Union
Northern Electric, Montreal, Que. ....	Office Empl. Assn. (Ind.)
Phillips Electrical, Brockville, Ont. ....	I.U.E. (AFL-CIO/CLC)
Toronto Electric Commissioners, Ont. ....	Public Service Empl. (CLC)
Vancouver City, B.C. ....	Fire Fighters (AFL-CIO/CLC)
Vancouver Police Commissioners Bd., B.C. ....	B.C. Peace Officers (CLC)

## Part II—Negotiations in Progress during November 1961

### Bargaining

Company and Location	Union
Assn. Patronale des Services Hospitaliers, (5 hospitals), Drummondville & other points, Que.	Service Empl. Federation (CNTU)
Automatic Electric, Brockville, Ont. ....	I.U.E. (AFL-CIO/CLC)
Avro & Orenda Engines, Malton, Ont. ....	Machinists (AFL-CIO/CLC) (plant empl.)
Avro & Orenda Engines, Malton, Ont. ....	Machinists (AFL-CIO/CLC) (salaried empl.)
B.C. Electric, company-wide ....	Office Empl. (AFL-CIO/CLC)
Building material suppliers, Vancouver & Fraser Valley, B.C. ....	Teamsters (Ind.)
Can. Steamship Lines, Ont. & Que. ....	Seafarers (AFL-CIO)
C.B.C., company-wide ....	Moving Picture Machine Operators (AFL-CIO/CLC)
Cdn. Cannery, Vancouver, Penticton, Ashcroft, B.C. ....	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. Celanese, Drummondville, Que. ....	Textile Wkrs. Union (AFL-CIO/CLC)
Cdn. Steel Foundries, Montreal, Que. ....	Steel & Foundry Wkrs. (Ind.)
Clothing Mfrs. Assn., Quebec, Farnham & Victoriaville, Que. ....	Clothing Wkrs. Federation (CNTU)
Cluett Peabody, Kitchener & Stratford, Ont. ....	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Cockshutt Farm Equip., Brantford, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Cyanamid of Canada, Welland, Ont. ....	Chemical Wkrs. (AFL-CIO/CLC)
Dom. Structural Steel, Montreal, Que. ....	Mine Wkrs. (Ind.)
Donahue Bros., Clermont, Que. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Dosco, Cdn. Bridge, Walkerville, Ont. ....	Steelworkers (AFL-CIO/CLC)
Dosco (Wabana Mines), Bell Island, Nfld. ....	Steelworkers (AFL-CIO/CLC)
Dosco Fabrication Divs., Trenton, N.S. ....	Steelworkers (AFL-CIO/CLC)
Edmonton City, Alta. ....	I.B.E.W. (AFL-CIO/CLC)
Eldorado Mining, Eldorado, Sask. ....	Mine, Mill & Smelter Wkrs. (Ind.)
Fry-Cadbury, Montreal, Que. ....	Bakery Wkrs. (CLC)
Garment Mfrs. Assn., Winnipeg, Man. ....	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Hiram Walker & Sons, Walkerville, Ont. ....	Distillery Wkrs. (AFL-CIO/CLC)
Hospitals (11), Montreal & district, Que. ....	Service Empl. Federation (CNTU)
House of Seagrams, Que., Ont. & B.C. ....	Distillery Wkrs. (AFL-CIO/CLC)
Kelly, Douglas, company-wide, B.C. ....	Empl. Assn. (Ind.)
Ladies Cloak & Suit Mfrs. Assn., Winnipeg, Man.	Ladies Garment Wkrs. (AFL-CIO/CLC)
Lake Carriers' Assn., eastern Canada	Seafarers (AFL-CIO/CLC)
Maritime Tel. & Tel. & Eastern Electric, company-wide	I.B.E.W. (AFL-CIO/CLC) (plant empl.)
Motor Transport Labour Relations Council, B.C.	Teamsters (Ind.)
National Harbours Board, Montreal, Que. ....	Railway Clerks (AFL-CIO/CLC)
Nfld. Employers' Assn., St. Johns, Nfld. ....	Longshoremen's Protective Union (Ind.)
Normetal Mining, Normetal, Que. ....	Steelworkers (AFL-CIO/CLC)
Northwestern Utilities & Cnd. West. Natural Gas, Alta. ....	Empl. Benefit Assn. (Ind.) & Empl. Welfare Assn. (Ind.)
North York Township, Ont. ....	Public Empl. (CLC) (outside empl.)
Ottawa City, Ont. ....	Public Empl. (CLC)
Ottawa Civic Hospital, Ottawa, Ont. ....	Public Empl. (CLC)
Ottawa Transportation Commission, Ont. ....	Street Railway Empl. (AFL-CIO/CLC)
Page-Hersey Tubes, Welland, Ont. ....	U.E. (Ind.)
Provincial Transport, Que. ....	Railway, Transport & General Wkrs. (CLC)
Quemont Mining, Noranda, Que. ....	Steelworkers (AFL-CIO/CLC)
Regina General Hospital, Regina, Sask. ....	Public Empl. (CLC)
Rio Algom Mines (Milliken Mine), Elliot Lake, Ont. ....	Steelworkers (AFL-CIO/CLC)
Rio Algom Mines (Nordic Mine), Algoma Mills, Ont. ....	Steelworkers (AFL-CIO/CLC)
Rowntree Co., Toronto, Ont. ....	Retail, Wholesale Empl. (AFL-CIO/CLC)
Royal Victoria Hospital, Montreal, Que. ....	Bldg. Service Empl. (AFL-CIO/CLC)
Safeway, Shop-Easy & others, Victoria, Vancouver & New Westminster, B.C. ....	Butcher Workmen (AFL-CIO/CLC)
Scarborough Township, Ont. ....	Public Empl. (CLC) (outside empl.)
Shawinigan Power, company-wide, Que. ....	Empl. Assn. (Ind.)
Stelco, Montreal, Que. ....	Steelworkers (AFL-CIO/CLC)
Toronto Transit Commission, Ont. ....	Street Railway Empl. (AFL-CIO/CLC)
Vancouver City, B.C. ....	Civic Empl. (Ind.) (outside empl.)
Vancouver City, B.C. ....	Public Empl. (CLC) (inside empl.)
Victoria Hospital, London, Ont. ....	Building Service Empl. (AFL-CIO/CLC)
Winnipeg City, Man. ....	Fire Fighters (AFL-CIO/CLC)



## Conciliation Officer

Company and Location	Union
B.C. Electric, company-wide .....	I.B.E.W. (AFL-CIO/CLC)
Chrysler Corporation, Windsor, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Les Escoumins, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Ste-Anne de Portneuf, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Crane Limited, Montreal, Que. ....	Steelworkers (AFL-CIO/CLC)
Dominion Stores, Toronto, Hamilton & other locations, Ont. ....	Retail, Wholesale Empl. (AFL-CIO/CLC)
Ford of Canada, Windsor, Oakville & North York, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Massey-Ferguson, Toronto, Brantford & Woodstock, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Motor Trans. Ind. Relations Bureau, Ont. ....	Teamsters (Ind.) (drivers)
Motor Trans. Ind. Relations Bureau, Ont. ....	Teamsters (Ind.) (mechanics)
Noranda Mines, Noranda, Que. ....	Steelworkers (AFL-CIO/CLC)
Northern Electric, Toronto, Ont. ....	Communications Wkrs. (AFL-CIO/CLC)
Que. Natural Gas, company-wide .....	Chemical Wkrs. (AFL-CIO/CLC)
Smith Transport, Montreal, Que. ....	Teamsters (Ind.)
Stelco (Canada Works), Hamilton, Ont. ....	Steelworkers (AFL-CIO/CLC)
Stelco (Hamilton Works), Hamilton, Ont. ....	Steelworkers (AFL-CIO/CLC)
T.C.A., company-wide .....	Air Line Pilots (Ind.)
Towboat Owners' Assn., B.C. ....	Merchant Service Guild (CLC)
Trucking Assn. of Que., province-wide .....	Teamsters (Ind.)
Winnipeg Transit Dept., Man. ....	Street Railway Empl. (AFL-CIO/CLC)

## Conciliation Board

Algoma Ore Properties, Wawa, Ont. ....	Steelworkers (AFL-CIO/CLC)
Algoma Steel, Sault Ste. Marie, Ont. ....	Steelworkers (AFL-CIO/CLC)
Campbell Chibougamau mines, Chibougamau, Que. ....	Steelworkers (AFL-CIO/CLC)
Canada Cement, Havelock, N.S., Winnipeg, Man., Exshaw & Clover Bar, Alta. ....	Cement Wkrs. (AFL-CIO/CLC)
C.N.R., system-wide .....	Locomotive Engineers (Ind.)
C.N.R., system-wide .....	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
C.N.R., system-wide .....	Trainmen (AFL-CIO/CLC)
C.P.R., system-wide .....	Locomotive Engineers (Ind.)
C.P.R., system-wide .....	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
C.P.R., system-wide .....	Trainmen (AFL-CIO/CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Shawinigan, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
General Motors & subsidiaries, Oshawa, Windsor, St. Catharines, Scarborough & London, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Hamilton General Hospitals, Hamilton, Ont. ....	Public Empl. (CLC)
Ontario Hydro, company-wide .....	Public Service Empl. (CLC)
Polymer Corporation, Sarnia, Ont. ....	Oil Wkrs. (AFL-CIO/CLC)
Union composing rooms, Toronto, Ont. ....	Typographical Union (AFL-CIO/CLC)

## Post-Conciliation Bargaining

Winnipeg City, Man. ....	Public Service Empl. (CLC)
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## Arbitration

Hotel Dieu, St. Vallier & Chicoutimi, Que. ....	Service Empl. Federation (CNTU)
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## Work Stoppage

Canada Cement, Woodstock, Belleville, Port Colborne, Ont.; Montreal, Que. ....	Cement Wkrs. (AFL-CIO/CLC)
Hamilton Cotton & subsids., Hamilton, Dundas & Trenton, Ont. ....	Textile Wkrs. Union (AFL-CIO/CLC)
Hotel Royal York (CPR), Toronto, Ont. ....	Hotel Empl. (AFL-CIO/CLC)
Motor Trans. Ind. Relations Bureau (car carriers), Ont. ....	Teamsters (Ind.)

## Part III—Settlements Reached during November 1961

(A summary of major terms on the basis of information immediately available. Figures for the number of employees covered are approximate.)

ALTA. GOVT. TELEPHONES—I.B.E.W. (AFL-CIO/CLC) (PLANT EMPL.): 1-yr. agreement covering 1,200 empl.—general wage increase of 2% retroactive to Nov. 1, 1961 and an additional 2% eff. May 1, 1962.

B.A. OIL, CLARKSON, ONT.—OIL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 570 empl.—a general wage increase of 4% for all empl.; new wage rate for labourers will be \$2 an hr.

BELL TELEPHONE, QUE. & ONT.—CDN. TELEPHONE EMPL. (IND.) (EQUIP. SALESMEN): 1-yr. agreement covering 500 empl.—wage rates for top classifications increased by \$13 to \$15 a mo. depending on locality, eff. Dec. 7, 1961; empl. not regularly scheduled to work on Saturdays will be given another day off when a statutory holiday falls on a Saturday.

BELL TELEPHONE, QUE. & ONT.—CDN. TELEPHONE EMPL. (IND.) (PLANT DEPT.): 1-yr. agreement covering 10,000 empl.—eff. Nov. 26, 1961 top rates in Montreal & Toronto increased by \$2 to \$3 per wk. and in other localities by \$2 to \$2.75 per wk.; empl. not regularly scheduled to work on Saturdays will be given another day off when a statutory holiday falls on a Saturday.

BELL TELEPHONE, QUE. & ONT.—TRAFFIC EMPL. (IND.): 1-yr. agreement covering 9,000 empl.—eff. Nov. 26, 1961 top rates increased by \$1.25 to \$3 per wk. depending on locality, and starting rates increased by \$1 per wk. in all localities; starting rate for operators in Montreal & Toronto will be \$45 a wk.

BOWATER'S Nfld. PAPER, CORNER BROOK, Nfld.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & OTHERS: 2-yr. agreement covering 1,300 empl.—5¢ an hr. wage increase retroactive to June 1, 1961, an additional 5¢ an hr. eff. June 1, 1962; 1¢ an hr. increase in shift differential retroactive to June 1, 1961 and 1¢ an hr. eff. June 1, 1962; an additional 8 hrs. pay for Christmas Day; 4 wks. vacation after 23 yrs. of service eff. Jan. 1, 1962 (formerly 4 wks. after 25 yrs.); additional company payment of 25¢ per empl. per mo. towards hospitalization premium; new labour rate after June 1, 1962 will be \$2.03 an hr.

CALGARY CITY, ALTA.—PUBLIC EMPL. (CLC) (INSIDE EMPL.): 2-yr. agreement covering 600 empl.—no wage increase to be granted in 1961; a general increase of 2% plus \$5 a mo. eff. Jan. 1, 1962; longevity pay of \$5 a mo. after 10 yrs. of service and \$10 a mo. after 20 yrs.; an extra day off when a holiday falls on a Saturday or Sunday; double time for work on holidays (formerly time and one-half).

CDN. WESTINGHOUSE, HAMILTON, ONT.—U.E. (IND.): 30-mo. agreement covering 3,150 empl.—wage increase of 5¢ an hr. eff. Oct. 20, 1961; 3¢ an hr. increase eff. Oct. 19, 1962 and a further 3¢ an hr. eff. Oct. 18, 1963; \$25 settlement pay; an incremental wage increase of  $\frac{3}{4}$ ¢ an hr. for each labour grade resulting in increases ranging from  $\frac{3}{4}$ ¢ to 3 $\frac{3}{4}$ ¢ for female empl.,  $\frac{3}{4}$ ¢ to 7¢ for male empl.; these increases are in addition to the general increases and become eff. on Oct. 20, 1961, Oct. 19, 1962 and Oct. 18, 1963; on Jan. 12, 1962 the incentive systems will be discontinued and the affected empl. will be paid a straight hourly rate based on their average hourly earnings during 1961; improved pension & welfare provisions; new labour rate after final increase on Oct. 18, 1963, will be \$1.93 an hr.

CONSOLIDATED PAPER, PORT ALFRED, QUE.—PULP & PAPER WKRS. FEDERATION (CNTU): 1-yr. agreement covering 600 empl.—5¢ an hr. increase retroactive to May 1, 1961; empl. will receive 12 hrs. instead of 8 hrs. pay for Christmas and New Year's shutdown; shift premiums increased by 1¢ an hr.; a joint job evaluation committee will be established; new wage rate for labourers will be \$1.98 an hr.

DUPONT OF CANADA, SHAWINIGAN, QUE.—CELLULOSE WKRS. ASSN. (IND.): 2-yr. agreement covering 500 empl.—wage increase of 3¢ an hr. eff. Nov. 1, 1961; improvements in shift premium.

E. B. EDDY, HULL, QUE.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & OTHERS: 1-yr. agreement covering 1,750 empl.—5¢ an hr. increase retroactive to May 1, 1961; 1 additional statutory holiday granted by increasing payments for Christmas and New Year's Day from 12 hrs. to 16 hrs. each; company contributions to the welfare fund increased by 50¢ per mo. per empl.; new wage rate for labourers will be \$1.85 an hr.

FISHERIES ASSN., B.C.—UNITED FISHERMEN (IND.) (HERRING FISHERMEN): 1-yr. agreement covering 650 empl.—price for herring increased by \$1.60 a ton making the new rate \$10.40 per ton delivered to the plant.

HOWARD SMITH PAPER, CORNWALL, ONT.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 2,000 empl.—5¢ an hr. retroactive to May 1, 1961; an additional 2¢ an hr. is to be paid when the 7-day operation is put into effect; 1 additional paid holiday for a total of 9 annually; company's contribution to medical-surgical plan increased by 50¢ for a total of \$4.50 per mo. per empl.; life insurance policy increased by \$500 for female empl. and by \$2,000 for male empl. with the total cost of the premiums paid by the company; new wage rate for labourers will be \$1.85 an hr.

SASK. WHEAT POOL, (ELEVATOR DIV.), ONT., MAN., SASK. & B.C.—SASK. WHEAT POOL EMPL. (CLC): 1-yr. agreement covering 1,600 empl.—country elevator agents to receive a general increase of 2%; all other classifications to receive increases in various amounts in accordance with a new job evaluation plan; improved sick leave provisions.

SHELL OIL, MONTREAL EAST, QUE.—EMPL. COUNCIL (IND.): 1-yr. agreement covering 590 empl.—wage increases ranging from 7¢ to 12¢ an hr. depending on job classification, retroactive to Oct. 23, 1961; new wage rate for probationary labourer to be \$1.86 an hr.

SPRUCE FALLS & KIMBERLEY-CLARK, KAPUSKASING, ONT.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC) & OTHERS: 1-yr. agreement covering 1,350 empl.—5¢ an hr. increase retroactive to May 1, 1961; 1¢ an hr. increase in shift differentials; on Jan. 1, 1962 the company is to pay an additional \$1 per mo. toward PSI for married male empl.; the equivalent of an additional paid holiday to be granted by increasing payment for Christmas shutdown to 16 hrs. instead of 8 hrs.; new wage for labourers will be \$1.98 an hr.

T.C.A., COMPANY-WIDE—SALES EMPL. (IND.): 2-yr. agreement covering 1,500 empl.—a general increase of 5% retroactive to July 1, 1961 and a further increase of 3% eff. Sept. 1, 1962; the shift premium increased from 7¢ an hr. to 8¢ an hr. for afternoon shifts and from 12¢ an hr. to 15¢ an hr. for night shifts; check-off is voluntary for the first 90 days of employment and then it becomes compulsory.

UNIVERSITY HOSPITAL, SASKATOON, SASK.—BUILDING SERVICE EMPL. (AFL-CIO/CLC): 2-yr. agreement covering 580 empl.—a general increase of 3% for all empl.; changes in overtime provisions.



## NOTES OF CURRENT INTEREST

### 158 New Training Institutions Get Federal Contribution

Federal contributions toward the construction costs of 158 new or expanded institutes of technology, trade schools and vocational high schools had been approved up to December 1. The contributions approved total almost \$124 million.

These figures are expected to grow substantially when further applications from Quebec, which signed the Vocational and Technical Training Agreement later than other provinces are submitted to the federal Government. By December 1, several projects had been submitted and one already approved.

The 158 approved applications came from all provinces of Canada.

The federal Government, under the provisions of the new Technical and Vocational Training Assistance Act (L.G., Nov., p. 1096), contributes 75 per cent of the capital costs of constructing and equipping new training facilities. After March 31, 1963, the contribution will be reduced to 50 per cent.

The Government also contributes to the training of the teachers, supervisors and administrators to staff the schools built under the program.

In an address last month at the opening of a new school in Etobicoke, Ont., Hon. Michael Starr, Minister of Labour, said the program, "once the schools have been built and equipped, and once the graduates find their way into the labour force, will give a shot in the arm where it is most needed—the placement of young Canadians in industry."

It is reasonable to assume, the Minister added, that the advent of young people who already possess the basic skills required for modern technology will contribute to flexibility and adaptability in the labour force.

"The program strikes at one of the basic cause of unemployment—lack of skill, lack of training," he said. In addition, he pointed out, many thousands of construction workers will be employed on the new schools in the coming months.

The Minister said that in the past Canada has failed to provide adequate training opportunities. "We have not come to grips with the growing need for workers with greater skill and knowledge. Rather than expand training programs and facilities, Canada met its manpower requirements by importing skills from abroad.

"We are faced today with the problem of filling the gap that exists in training and education facilities. Within a short space of time, we must increase the skill and knowledge of our labour force. We must offer our young people courses that are suited to their abilities and interests. We must train and educate and we must re-train the unemployed as well as the employed."

Not only do many unemployed persons not have sufficient basic education or training to qualify for available jobs, Mr. Starr said, but also large numbers of employed workers face unemployment because they do not have basic skills or knowledge to take further training to keep up with changing techniques in their trades or occupations.

## J. P. Francis Named Director of Economics and Research Branch

J. P. Francis has been appointed Director of the Economics and Research Branch of the Department of Labour. With the Branch since 1944, he has been, since 1957, chief of the Manpower Resources Division.

He succeeds Dr. W. R. Dymond, whose appointment as Assistant Deputy Minister was announced in September (L.G., Oct., p. 1004).

Mr. Francis was born in Moose Jaw, Sask. He was graduated in 1942 in commerce and finance from the University of Toronto, where he also took graduate studies in psychology and philosophy.

After working for a short time in industry, he joined the Department of Labour's Economics and Research Branch. Since his initial appointment in a junior professional position he has risen through various positions to the directorship of the Branch.

In the position he is vacating, Mr. Francis has been closely associated with the research the Department has undertaken in recent years in the areas of the development of manpower resources, the identification of training problems and the impact of technological development on occupations.

He is a member of the Department's advisory committee on professional man-



—Capital Press, Ottawa

**Mrs. Agnes Beckett** (left), Assistant to the Director, Women's Bureau, Department of Labour, presents an award of the Canadian Federation of Business and Professional Women's Clubs to **Miss Joan Cox**, first year Arts student at Carleton University, Ottawa. The Federation offers scholarships and bursaries to girls and women who undertake further education as a basis for a career.

power and on technological change, and has represented Canada at meetings of the International Labour Organization and on committees of the organization for Economic Co-operation and Development and the former Organization for European Economic Co-operation. He is a member of the Canadian Political Science Association.

## Must Leave Declining Industries For Expanding Ones, TUC Agrees

Many workers must leave industries that are declining and find jobs in new ones that are expanding, Britain's Trades Union Congress has acknowledged in a report by its economic department that has been approved by the TUC General Council.

But, the report states, where workers have to change jobs there must be better training and better compensation payments, and unemployment insurance benefits must be raised closer to normal earnings.

The report asserts that more investment is needed in industry to expand production.



—Monte Everett, Ottawa

**J. P. Francis**



## CLC Executive Council Proposes Plan to Meet Import Competition

The Executive Council of the Canadian Labour Congress last month proposed a new role for the General Agreement on Tariffs and Trade that would provide a method for meeting import competition from countries maintaining low wages and unfair labour standards.

Under this plan proposed by the Council, GATT would institute an annual review procedure requiring each member nation to file an annual report showing what had been done to improve wages and working conditions in industries in which tariff concessions had been granted by importing countries and in which increased export trade had taken place.

The plan would also provide for a specific complaint procedure in GATT, available to both industry and labour acting through the member governments. Thus, where a union or a firm believed the domestic industry was faced with unfair competition based on "unfair labour standards," it could request the government to take its complaint directly to GATT, and GATT, with the assistance of the International Labour Organization on labour aspects of the problem, could recommend corrective steps to be taken.

The CLC Executive Council pointed out that a continuing expansion of international trade is essential to raising standards of Canadian employment and living standards.

Some goods now being imported from foreign industries with unfair labour standards were now resulting in unemployment of Canadian workers, it asserted, and pointed to the near disappearance of the rubber footwear industry. It asked for a new inquiry into this industry by the Tariff Board.

The Council also gave particular attention to the textile industry. It urged upon the Government "the necessity of taking all possible steps to safeguard, maintain and expand a healthy, efficient textile industry capable of doing its share to maintain full employment." The CLC suggested that the textile industry could contribute substantially to ironing out seasonal employment fluctuations and could provide employment for unskilled workers.

In another action at last month's meeting, the Executive Council sought increased support for the Canadian merchant marine service in several resolutions dealing with Canadian shipping.

The CLC is asking the Government to provide subsidies to enable the Canadian merchant marine to compete on an equal basis with Commonwealth and foreign-owned and operated ships. The subsidies would be contingent on the companies' building, repairing and maintaining their ships in Canadian yards.

The CLC also proposed an investigation by the Canadian Maritime Commission into the decline of Canada's deep-sea merchant fleet, the extent of government assistance to revive the service, and the extent and effect of Canadian nationals' owning and operating vessels under foreign flag registration.

Council pledged fullest support and assistance to Sudbury and Port Colborne, Ont., miners, smeltermen and refinery workers in their opposition to the Mine, Mill and Smelter Workers Union.

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## U.S. Agreement Limits Number Of Jobs Railroad May Abolish

A collective agreement that puts a limit on the number of jobs that the employer may abolish because of technological or organizational changes has been signed between a United States railway and the Order of Railroad Telegraphers.

Another clause in the agreement provides that any union member on the "extra" list as of September 15, 1961, and any that may go on the "extra" list in the future, shall be guaranteed pay for 40 hours in a week.

Press reports of the signing of the agreement described it as guaranteeing a worker "a job or equivalent wages during his lifetime." Both the union and the railroad quickly issued statements describing these reports as "an obvious distortion."

The agreement, between the Telegraphers and the Southern Pacific, establishes a base of 1,000 positions, i.e., 1,000 five-day assignments, not including seasonal positions. The company may not abolish any of the positions in the base except by reason of technological change, organizational change, or a change in the volume or composition of traffic.

But the reduction in the number of positions in any year cannot exceed two per cent of the base. This limitation does not apply, however, to reductions effected by the installation of Centralized Traffic Control or by the abandonment of lines authorized by the Interstate Commerce Commission.

At the time of the signing, the Southern Pacific was employing only 946 tele-

graphers. The provision that permits the abolishing of 20 positions a year will, therefore, not become effective until such time as the total number of positions on the railroad would, at the above rate, have been reduced to the present number of positions.

The company is not required to restore jobs already abolished to bring the number back to 1,000 but it must wait until the "slack" of 54 positions has been taken up before abolishing any more.

The agreement also provides that not more than five station agencies may be abolished per year, except by conference and agreement between the company and the union.

Another important clause provides that all employees holding seniority as at September 15, 1961 will be guaranteed 40 hours work a week. When an employee, although available for work, is given less than 40 hours work in any week, his compensation will be brought up to equal 40 hours.

The agreement provides for the setting up of a special board of adjustment to settle disputes regarding transfers of work affecting employees subject to the agreement.

Press accounts of the signing said the agreement "guaranteed a worker his job or equivalent wages during his lifetime." The newspaper, *Labor*, a weekly owned by 18 railroad labour organizations, replied that such a description was "an obvious distortion." But the *New York Times*, in an editorial, pointed out that if the normal rate of attrition of telegraphers—5 per cent a year—remained constant, it was unlikely that any now employed would be affected by layoffs throughout their working lives.

## New Bulletin Gives Earnings Of Engineers and Scientists

The tenth in the Professional Manpower Series of bulletins, *Engineering and Scientific Manpower Resources in Canada: Their Employment, Earnings and Salary Rates, 1960-61*, was published by the Department of Labour last month.

Two earlier bulletins No. 7 and No. 9, presented similar information for 1957 and 1959. Bulletin No. 10 is essentially a statistical report; the previous two contained analyses.

The three bulletins are based on a sample survey of professional personnel enrolled in the Register of Scientific and Technical Personnel maintained by the Department. One third of the Register is surveyed each year.

Although the figures given in Bulletin No. 10 refer only to those who completed the 1960-61 questionnaire, they are representative of the total Register.

The report is divided into two parts, one dealing with engineers and the other with scientists.

The bulletin was prepared in the Manpower Resources Division of the Economics and Research Branch. It is obtainable from the Queen's Printer, Ottawa (catalogue No. L2-2010), at a price of 25 cents.

## Union Membership as Proportion Of Labour Force Drops in U.S.

Union membership in the United States as a percentage of the total labour force dropped in 1960 to 23.3 per cent, according to the U.S. Bureau of Labor Statistics. In 1959 the percentage was 23.8 and in 1958 it was 23.9.

In the 1958-60 period, union membership grew by 36,000, to about 18 million, while the labour force increased by more than 1.8 million. The members counted in the total are those of national and international unions with headquarters in the United States.

The survey by the Department of Labour of Canadian union membership at the beginning of 1961 showed a total of approximately 1,447,000, equal to approximately 32 per cent of the estimated number of non-agricultural paid workers in Canada.

## 1961 Canada Year Book

The 1961 edition of the *Canada Year Book* was published early last month. This year's edition is the 55th in the series.

It contains some 1,300 pages of text and statistical tables dealing with the physical features of the country, the machinery of government, vital statistics, public health and welfare, education; scientific, atomic, space and industrial research; the primary resources of agriculture, forestry, mining and fisheries; manufacturing, labour, transportation and communications; domestic and foreign trade; finance and national income and expenditure.

Included also is a detailed 140-mile-to-the-inch map, as well as small maps portraying the territorial evolution of the country since Confederation, and the progress of the federal roads-to-resources and territorial roads programs.

The price of the *Canada Year Book* is \$5 a copy, cloth-bound, and \$3 paper-bound. It is obtainable from the Queen's Printer, Ottawa; from the Dominion Bureau of Statistics, Ottawa; or from private book-sellers.



# 2nd Meeting, National Technical and Vocational Training Advisory Council

Declares that every unemployed person should have opportunity for training, no matter what education he has had, and lays down conditions it believes should govern plans for training unemployed persons to improve aptitude for employment

Every unemployed person no matter what his education has been, should have an opportunity for training, the National Technical and Vocational Training Advisory Council declared in a resolution that was unanimously approved at its second meeting, held on November 9 and 10. The Council also laid down certain conditions that it believed should govern plans for training unemployed persons to improve their aptitude for employment and to fill the needs of industry.

The resolution was recommended in a progress report by a subcommittee appointed at the previous meeting of the Council, under the chairmanship of Max Swerdlow, Education Director of the Canadian Labour Congress, to study the training of unemployed persons (L.G., June, p. 551).

The report stated that there were four times as many unemployed persons enrolled in classes during the past summer than during the previous summer. From April 1 to August 31, 1961, there were 3,165 persons enrolled in classes. For the same period last year, the number was 732. Based on reports from the provinces there will be a substantial increase in training programs for the unemployed during the coming winter.

The 23-member Council, which represents management, labour, provincial governments and other interested organizations, was established under the Technical and Vocational Training Assistance Act. It superseded the former Vocational Training Advisory Committee.

Dr. G. Fred McNally, former Chancellor of the University of Alberta, was again chairman of the meeting.

## Minister of Labour

The objective of increasing technical and vocational training facilities in Canada by 50 per cent in five years, set by him in the House of Commons last year, may be reached in two and a half years—half the estimated time—according to present indications, Hon. Michael Starr, Minister of Labour, said in addressing the delegates.

The federal Government has approved the construction of 141 new technical institutes, trade schools and technical and vocational high schools, at a total cost of \$182,000,000, the federal contribution to which is estimated at \$116,000,000, the Minister said. This is about \$62,000,000 more than the total of all federal contributions during the past 10 years for school construction and for the operation of training programs.

"The new building projects already approved under the training legislation will provide full-time training facilities to accommodate an additional 65,000 trainees," Mr. Starr added. The response of the provinces to the need for technical and vocational training has been most gratifying, and the expansion being undertaken has "far exceeded our expectations," he said.

The Minister expressed his satisfaction regarding the conclusion of a training agreement with the Province of Quebec (L.G., Oct., p. 1004), and said he looked forward to hearing about the steps being taken to expand training facilities and programs in that province.

Mr. Starr referred to the need for more training for unemployed workers. Such training, he said, was not the complete answer to the question of unemployment, but it had an important part to play. The skill of those already in the labour force must also be raised to meet technological changes.

"Workers whose basic preparation for occupational life has been inadequate must be given the opportunity to receive the fundamental training necessary for development of new skills," the Minister said.

He also expressed interest in the provisions made in the training agreements for the development of training programs in co-operation with industry, under which persons employed in industry are given the chance of raising their fundamental skills and knowledge.

"We are fully aware," Mr. Starr said, "that the capital program is only an initial phase of the new development. New, additional and improved training programs must

be developed to meet the growing and diversified needs of the different segments and levels of the labour force.

"Industry must be encouraged to play a more active and vital role. Both management and labour groups will have to develop broader policies and attitudes leading to more active participation in the field of technical and vocational training," the speaker declared.

### Deputy Minister of Labour

"No one has expressed any serious doubts about the need of improving our manpower skills. The concern is rather how this can best be accomplished," said Dr. G. V. Haythorne, Deputy Minister of Labour, in a brief address to the meeting.

Speaking of the establishment of provincial training advisory committees, Mr. Haythorne said: "We feel that these committees working along with this national committee will provide not only an excellent stimulus to further training activity in each of the provinces, but assist in seeing that there is full co-ordination and co-operation in carrying forward our program."

### Advisory Committee on Technological Education

A report of the Advisory Committee on Technological Education, appointed by the Council at the last meeting (L.G., June, p. 550), was read by D. E. Bridge, Vocational Training Branch, Department of Labour.

At the first meeting of the Committee, held in June, it had been unanimously agreed that the technician level or plateau must be defined, the report said. At the top was the university graduation plateau, with a bachelor level, a master level and a doctorate level. Next was the technician and technologist plateau, then the tradesman and journeyman plateau, and finally the semi-skilled and unskilled plateau.

The Committee had agreed that for the technician level or plateau the "common characteristic should be the capability for non-routine work and the ability to accept responsibility that would involve the exercise of judgment and initiative."

It was also agreed that much work should be done by a national group to pull together the connecting threads to form a national pattern at the technological level, that steps should be taken to co-ordinate the efforts of professional societies and other organizations now active in the technician field, and that a survey should be

made of existing levels and standards in the engineering, scientific and related fields.

The Committee recommended that:

—Careful consideration should be given to the development of a clear definition of a technician and a technologist.

—However desirable national examinations may be as a means of establishing levels of competence, the difficulties of doing so were recognized, and at present attention should be given to other means of setting standards.

—The top level should be established as from two to three years of technical institute training, or its equivalent; and in any case, not less than 2,400 hours of training beyond junior matriculation or equivalent, with proficiency in the communication skills both written and oral, and in mathematics and science.

—The greatest degree of collaboration should be encouraged among the various institutes.

—Encouragement should be given to the provinces to develop evening extension programs and correspondence courses at the technological level.

### Subcommittee on Training of Unemployed

Max Swerdlow, in a progress report of the subcommittee on the training of unemployed persons, of which he was chairman, submitted to the Council the following recommendations, which were unanimously approved by the Council:

1. That every unemployed person should have an opportunity for training.

2. That the basic related subject portion of an unemployed person's training should be related to the occupations for which the individual is being prepared.

3. That development of related subject material for various occupational areas and levels should be co-ordinated by the federal Government.

4. That because of the success of the courses in skill development carried on in the various provinces, both the provincial and federal Governments should recognize and provide for separate courses in related basic training for skill development where needed.

5. That a special co-ordinator should be provided at the provincial level to ensure the effective operation of training programs for the unemployed and to further ensure that these programs be co-ordinated with other programs developed for the training of skilled manpower by enlisting the active assistance and support of government, labour and industry.



## H. L. Shepherd

H. L. Shepherd, Manager of Personnel Compensation and Development at Canadian Westinghouse, who had been working as a part-time assistant to the Department of Labour in making a survey of training problems in industry, said that there was need for a means of carrying on a continuous or rolling survey of the qualifications needed in industry compared with the numbers of workers available.

Such a survey, broken down by industry and geographical area, would help industries and local and provincial authorities in their own detailed manpower planning, and would enable the gap between supply of, and demand for skills to be discerned. He suggested two ways in which such a gap might be closed: first, by improved training; and, second, if this were not sufficient, by changing the arrangement of work to suit the work force available, and by adjusting pay levels and investment in equipment.

Mr. Shepherd wondered whether jobs could be "de-skilled" to make it possible to give employment to those who lacked the basic qualifications necessary for technical training. In discussion following his report he said that in Europe there is little unemployment but he had seen people there doing unskilled work of a kind that we should think it demeaning to a man to offer him. It would take courage in Canada to offer a man a job for little more than the amount of unemployment insurance benefit.

In Europe, he had found two kinds of technical training, he said. In some countries training was of the broad, deep apprenticeship kind; in other countries the method was rather by means of a shorter period of training, occupying in all perhaps three years, with two years in technical school and one year's training in industry. This latter method, he thought, offered more promise under Canadian conditions than the long-term apprenticeship one.

Mr. Shepherd also suggested that the idea of multiple trade training should be given some study. As examples, he suggested that the trade of an electrician might be combined with that of a carpenter, to the extent necessary in making electrical installations or repairs, or a man might do plastering in winter and lay bricks in summer— if union objections could be overcome.

Employed people who, for any reason, had missed getting adequate formal education and technical training should be given an alternative method by which they could

become equal to those who had such training, Mr. Shepherd said. There is such a path for the professional engineer, he pointed out, but not for the technician.

Even if their deficiency in training were their own fault, he contended that they should have another chance, such as by means of night courses. It would not be easy for them to qualify themselves in this way and it should not be made easy, but, he asked, "How can we deny them the right to try?"

Labour-management co-operation has got to come somehow, some day, but we should not "master-mind" how to impose it, Mr. Shepherd said. It would be folly to try to force such co-operation on all unions and companies at the same time. An atmosphere of co-operation imposed artificially across the board would not be likely to work.

## Agricultural Training

A report on a survey to determine the needs for agricultural training in Canada was given by the three members of a team that conducted the survey last summer. The three members were: Harald Tangjer, a teacher in vocational agriculture in Saskatchewan; Stephen Vincent, Director of Information at the Botanical Gardens, Montreal, and a former teacher in vocational apprenticeship; and D. R. Buchanan of the Economics and Research Branch of the Department of Labour.

The survey, the Council was told, was an opinion survey conducted during the months of July and August. The team spent from two to four days in each province, holding meetings with individuals and groups, and leaving copies of a questionnaire to be filled out by selected persons and returned to Ottawa. The team left copies of the questionnaire with 150 persons, 87 of whom completed it.

The purpose of the survey was to obtain information regarding the kind of agricultural training needed. The questionnaire asked the informant's opinion as to what constituted the most important changes that had occurred in agriculture in his part of the country during the past 10 or 15 years, what kinds of knowledge and skill were becoming increasingly important as a result of these changes, what kinds of training programs in current use were proving most effective, and what kinds least effective, in the informant's area.

The team also visited two districts in the United States where agricultural training programs were in operation to obtain infor-

mation regarding the experience gained there. The programs in question were: the Minnesota Vocational Agricultural Program at the Forest Lake area High School, and the New York Agricultural and Technical Institute Program at the Farmingdale Vocational School in Long Island, New York.

It is expected that a report on the findings of the survey will be ready for the next meeting of the Advisory Council in May.

### Training of Adults with Insufficient Education

An outline of a program being undertaken by the Government of New Brunswick to raise the level of learning of adults whose formal education was insufficient to enable them to qualify for technical training was given by Prof. G. G. Duclos, Professor of Business Administration in the University of New Brunswick.

In this program, Prof. Duclos said, it was planned to make use of available facilities, such as schools, churches, and other public buildings, and to use as instructors between 300 and 400 qualified tradesmen and senior employees. The number who could benefit by this program in New Brunswick might well reach into the thousands, he said.

The regular program of vocational training, Prof. Duclos pointed out, is based on three phases. The first phase was training for full-time work; the second, up-grading of the technical skills of seasonal workers in their existing occupations; and the third was pre-vocational training to provide up-grading of basic educational levels. This third phase had been completely ignored so far, he said, and it was to supply this need that the program he described was designed.

The program was to be embarked on during the 1961-62 season, and there would be no restriction as to age or occupation. It was expected that as many as from 4,000 to 7,000 would take part this season.

No substantial increase in facilities under the first and second phases was planned, but the existing facilities and developing program would continue. In the near future, however, they would be opened up to those who qualify in the third phase, Prof. Duclos said. Ultimately there must be a large-scale training program at every level.

The objective should be for all those interested at all levels of skill to be able to obtain it. The authorities would have the power to eject those who were not showing interest, Prof. Duclos said.

### Vocational Training in Europe

Several members of the Council who were among a group of eight persons which visited Europe during the past summer to study vocational training methods and the kinds of equipment used in technical training institutions said that they had been impressed by the way in which, in all the countries visited, industry, agriculture and labour regarded technical training as being as much their responsibility as that of government.

Here we think all this is the responsibility of government, one of the delegates said. Industry, agriculture and labour need to do more than send representatives to act on advisory committees, he commented.

The furnishing of industrial equipment for demonstration purposes in technical training, and its replacement as it became obsolete, was mentioned as one of the ways in which industry gave practical help in Europe.

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## CNR, CBRT Amalgamate Three Agreements into One

An agreement was reached last month between the Canadian National Railways and the Canadian Brotherhood of Railway, Transport and General Workers that paves the way for an amalgamation of express, freight and road transport services into one unit, to be known as "Expressfreight".

The agreement, reached after almost nine months of negotiations, has gone into effect at Edmonton but will eventually apply to more than 20,000 employees all across the country.

The new agreement amalgamates three large ones, covering clerical, express and cartage employees. The amalgamation of seniority groupings is proceeding.

Need for a new agreement was recognized after the railway integrated its express, freight and cartage services. The Edmonton terminal was the first to be integrated because it presented the least difficulty. Moncton, N.B., is the next area scheduled for integration, which is being effected in stages right across Canada.

The new agreement will virtually assure veteran employees whose jobs are eliminated by technological or business changes of a chance at a job in another part of the Expressfreight operations.



# Labour Arbitration in Canada

A summary, by the author, of a new book by Prof. A. W. R. Carrothers of the Faculty of Law, University of British Columbia, who was assisted by a grant in aid of research under the Labour Department-University Research Program

The law of collective bargaining in Canada today, although it contains significant features peculiar to this country, is a unique blend of politics, attitudes, emphases and experiences to be found in the United Kingdom and the United States.

From the United Kingdom Canada draws its common law, together with a modified version of the English reform legislation of the 1870's. Canadian collective bargaining legislation today has its beginnings in United Kingdom legislation of the 1890's. From the United States Canada has borrowed a system of controlled compulsory collective bargaining in which the employer is obliged to bargain with a union certified by a special supervisory administrative board as the exclusive bargaining agent of the employees.

A unique feature of Canadian legislation is the requirement that grievance disputes be settled without a stoppage of work. In the United Kingdom, strikes may be unofficial but are not illegal; in the United States the procedure of arbitration is inserted into about 95 per cent of collective agreements, not by requirement of law but by agreement.

A second distinctly Canadian characteristic of our industrial relations law is the provision for compulsory conciliation and arbitration. The American system relating to negotiation disputes is one of voluntary mediation, and the United Kingdom system is largely extra-legal.

## Conciliation Distinguished from Arbitration

A distinction must be drawn between disputes that arise over the negotiation of the collective agreement and disputes that arise over its administration. The former concern conflicts, mainly of economic interests, between the employer and the employees as represented by the union; the latter concern the rights of the parties during the term of the collective agreement.

In the former, the conciliator seeks to resolve conflicts by endeavouring to induce the parties to come to terms. In the latter, legal principles lie at the root of settlement. Whatever an arbitrator does, his actions must not exceed the bounds of legal validity.

Negotiation disputes may be the subject of arbitration, but negotiation disputes in Canadian industry normally are subject only to the processes of conciliation.

## Labour Arbitration—Commercial Arbitration

A distinction may also be drawn between labour arbitration and commercial arbitration. The arbitration of labour disputes is in many respects in a stage of development much less mature than the arbitration of other kinds of issues. Many kinds of issues occur in labour arbitration that have never before arisen, where as in commercial disputes there is a substantial body of law to guide the arbitrators.

## Litigation as Alternative to Arbitration

Litigation may be considered as an alternative to arbitration. Except in Ontario and Saskatchewan, where legislation precludes action on the collective agreement, a party to a grievance dispute may consider issuing a writ instead of taking the case to arbitration. But litigation is costly and time consuming, and courts are often not regarded as a happy forum for the settlement of industrial disputes.

Under the Arbitration Acts of most provinces there may be a stay of legal proceedings if a Judge of the Supreme Court is satisfied that there is no sufficient reason why the grievance should not be referred to arbitration.

## Statutory Provisions for Arbitration

All jurisdictions in Canada require that there be machinery for the peaceful settlement of grievances.

*Labour Arbitration in Canada*, which describes and evaluates arbitration as a method of settling grievance disputes in labour-management relations in Canada, is published by Butterworth and Company (Publishers) Limited, 88 Kingsway, London, W.C. 2, England.

Prof. A. W. R. Carrothers, the author, is Director of the Industrial Relations Institute of the University of British Columbia. He was assisted by a grant in aid of research under the Labour Department-University Research Program.

Ontario requires the method of arbitration, and the statutes of Canada, Alberta, British Columbia, Manitoba, New Brunswick, Newfoundland and Nova Scotia require arbitration or some other method. Arbitration boards in Ontario are regarded as creatures of statute; the cases are at variance as to the status of arbitration boards in other jurisdictions.

In Saskatchewan, a grievance dispute may be referred to the Labour Relations Board, or the matter may be investigated by a board of conciliation.

In Quebec, the parties may agree to voluntary arbitration; further, under the Collective Agreement Act, there is special machinery for enforcement of collective agreements.

In Prince Edward Island, the view has been expressed that contract disputes must be referred to the Labour Relations Board without resort to a strike or lockout; the law in this province is not clear, however.

### **Scope of Arbitrable Disputes**

Generally speaking, the Canadian statutes require that the machinery of arbitration apply to the settlement of differences concerning the meaning or alleged violation of the collective agreement.

By the statutes of Canada, British Columbia, New Brunswick and Nova Scotia, the Labour Relations Boards are empowered to prescribe a clause establishing machinery for the settlement of grievance disputes if the parties fail to meet the requirements of the Act. The statutes of Alberta, Manitoba, Newfoundland and Ontario set out the clauses that operate if the parties fail to write in their own machinery.

### **Failure to Comply with the Act**

The British Columbia, Newfoundland and Ontario statutes authorize an agent of the Crown to perfect the creation of a board of arbitration in the event that either party refuses to constitute the board. Furthermore, in these provinces the board of arbitration is specifically-granted jurisdiction to determine the question of the arbitrability of the issue.

In other jurisdictions, where one party refuses to constitute the board, the other may seek to prosecute, to bring an action at common law, or to apply to the court under the Arbitration Acts for the naming of an arbitrator. Further, in these other jurisdictions, if the board does not have agreement from the parties as to the scope of its jurisdiction, the board proceeds at its peril.

### **Binding Force of Arbitration Awards**

Under the federal and New Brunswick statutes, the parties are obliged to give effect to an arbitration award. Alberta relies on a special penalty clause. Manitoba and Nova Scotia require that the parties comply with the provision for final settlement, and Newfoundland requires that the parties comply with any decision of an arbitrator. The British Columbia statute is silent on the subject of enforcement of awards; in a number of instances in that province the individual has enforced a favourable award by civil action. The Ontario Labour Relations Act makes an arbitration award enforceable as a judgment or order of the Supreme Court.

### **The Collective Agreement**

The collective agreement may be regarded in concept as a business compact, a code of relations or constitution, and a treaty of peace. When it is first negotiated it may represent a treaty of peace. When in a well-operating enterprise it lies quiescent, it may represent an industrial constitution. But in moments of conflict it is a memorandum of rights.

The collective agreement is superimposed on the prevailing and traditional employer-employee relationship. The union is a statutory bargaining authority for the employees in the unit for which the union is certified. Its agency is protected by statute, and some important clauses of the collective agreement confer rights and duties on the union as distinct from its members.

The bulk of the clauses in most collective agreements, however, are designed to effect the individual employee in respect of wages, hours, and other conditions of work, including his security of employment.

### **Subject Matter of Collective Agreements**

The subject matter of a typical collective agreement may be divided for pedagogical purposes into six heads: general terms, security clauses, settlement of disputes, wages and hours, conditions of work, and "fringe benefits".

The general terms include such matters as a description of the parties, a statement of intent, an undertaking against strikes and lockouts, and the date and duration of the agreement.

Security clauses relate to the rights of the employer, the union and the individual employee. Frequently the collective agreement contains a declaration of the rights of management; the union security clauses may



take many forms, including such matters as the closed shop, preferential hiring and the check-off of dues; employee security clauses relate generally to seniority.

Provisions dealing with wages and hours, like many other terms, are superimposed on minimum standards established by legislation, as are terms concerning conditions of work.

Fringe benefits cover a miscellany of items, some of which are far less on the fringe of bargaining than the term implies. The most significant today relate to statutory holidays, annual vacations, and pension and medical schemes.

The clauses for the settlement of disputes lie at the root of this study, for the terminal stage of the grievance procedure is arbitration.

### **The Collective Agreement at Common Law**

Mirroring the varying views of the nature and function of the collective agreement, the common law is a conceptual nightmare. Although statutes replace or resolve many of the uncertainties of the common law, case law tends to have a lingering influence in the interpretation of statutes, and in the rounding out of legal rights.

Basically, it may be said that at common law a collective agreement is not an enforceable contract unless it is incorporated into the contract of employment, but court decisions on the common law are not consistent.

### **The Collective Agreement under Statute Law**

Under present-day legislation the collective agreement is recognized as a creature of statute, backed by the sanctions of the collective bargaining statutes. In addition, it has been held that breach of the collective agreement gives rise to an action in damages, and that unions are legal entities for the purpose of suing and being sued.

These conclusions are confirmed by the British Columbia Trade-unions Act of 1959. In Ontario and Saskatchewan, a trade union may not be sued, nor a collective agreement be the subject of an action, unless it could be irrespective of the collective bargaining legislation of those provinces; trade unions being unincorporated associations at common law, and the collective agreement having no status at common law, it would appear that actions by and against unions in those provinces must be brought in a representative form, and that enforcement of collective agreements is particularly dependent on the procedure of arbitration. In Ontario, however, it has been held that a union

is a legal entity for purposes of arbitration and that an arbitrator has power to award damages; by the Ontario Labour Relations Act an arbitration award is enforceable as an order of the Supreme Court. In addition, breach of the collective agreement may give rise to prosecution.

Contract principles have also been applied to the formation of the collective agreement as well as to its breach. It may be expected that in future cases other features of the law of contract may find their way into the developing law of the collective agreement.

### **Significance of Contents of the Agreement**

The collective agreement in most jurisdictions today has a legal status which admits of enforceability, and has its own forum—that of arbitration—in which its enforcement may be pursued. The contents of the collective agreement, therefore, have great significance for arbitration.

The collective agreement may be viewed as consisting of two kinds of clauses: procedural and substantive. The former constitute the machinery that the agreement provides for its enforcement, including the grievance machinery (involving the parties themselves) and the arbitration machinery (involving third-party intervention). The substantive clauses embrace the rest of the contents of the agreement, including any negotiated remedy for its breach.

The statutory requirements allow for considerable variation both in the rights and reciprocal duties that the collective agreement may create, and—by delineating rights, duties and remedies and by prescribing who has access to the grievance and arbitration machinery—in the parties in whom the rights vest and on whom the duties are imposed.

### **The Parties to Grievance and Arbitration**

Grievance machinery can and does take many forms. It usually provides for the processing by the union of grievances of individual employees, and may very well be capable of accommodating grievances brought by the union on its own behalf or on behalf of employees generally, or grievances brought by the employer.

Most arbitrations are brought by a union either on behalf of a named employee or on behalf of a group of employees or all employees. Occasionally a union may process a grievance on its own behalf. Whether a union has the right to process a grievance on behalf of an employee who does not wish to pursue the grievance, and whether the union has a duty to process a grievance

on behalf of an employee who demands that his grievance be fought, can be answered only by reference to the specific agreements. These points can be the subject of negotiation, and can be clarified by inserting in the agreement provisions directed to these points.

Although the employer is usually the respondent to a grievance, an employer may wish to process a difference through grievance to arbitration. He may do so, provided the arbitration provisions expressly or impliedly embrace proceedings instituted by the employer.

There is no clear law on the question whether an individual employee alone may be considered a party to grievance and arbitration proceedings. The answer again would appear to turn on whether the language of the arbitration clause in the collective agreement contemplates such proceedings, or, alternatively, whether the contract of employment may be found to encompass the initiation and execution of arbitration by the individual, independently of the bargaining agent.

Whether a union may pursue a grievance for the benefit or advantage of someone who is not an employee is even more obscure. It has been held in British Columbia that the Labour Relations Act intends that any collective agreement entered into pursuant thereto shall cover actual employees only. However, the judgment was reversed on other grounds.

### The Arbitration Tribunal

The kind of tribunal most frequently provided for in industry today is the representative-type, tripartite *ad hoc* board. The customary clause provides for the nomination by each party of a member of the board, usually within a specified time from the point at which the parties, in considering the grievance, have agreed to disagree. Normally the collective agreement provides that either party, at or after a specified time, may invoke arbitration. After the nominees have been appointed, they have a period of time in which to select a chairman. Failing agreement, the power to appoint a chairman is usually given to the Minister of Labour. The arbitration board is usually created for the purpose of a single grievance.

The potential mischief of the tripartite representative-type *ad hoc* board lies not in its ephemeral nature but in its representative quality. It so closely resembles a conciliation board that the members, who may in practice sit on conciliation boards, are exposed to the risk of misconceiving

their function. In conciliation, the function is to endeavour to bring about an agreement between the parties, whereas in arbitration, the board is required by law to function in a judicial way.

The advantage of the representative-type tribunal is that the nominee is likely to be familiar with the realities of industrial relations, and particularly with the problems of the industry from which the grievance emerges.

### Jurisdiction of the Arbitration Tribunal

By statute, the arbitration tribunal must be granted the minimum jurisdiction to deal with differences concerning the meaning or alleged violation of the collective agreement.

This jurisdiction may prove narrow in two respects. First, there may frequently arise disputes of a substantial nature which do not involve an issue of interpretation or an alleged violation of the collective agreement. Second, the provisions in most provinces do not clearly specify that the question of the arbitrability of an issue is itself arbitrable.

A dispute, the settlement of which may be of vital concern to the parties and to the harmonious operation of the industry, may arise over a matter that falls outside the four corners of the agreement. Thus the contents of the agreement take on a particular significance, because the arbitration board will, in most cases, be limited in its jurisdiction to considering the contents of the agreement.

In British Columbia, Newfoundland and Ontario, a board has jurisdiction to determine the question whether the issue raised by one party is arbitrable. It is not so elsewhere in Canada. Thus, although one party may "grieve", the other party may deny that the issue is a proper matter for arbitration. If the parties cannot agree to give the board jurisdiction to determine the issue, the arbitrator is inviting trouble if he proceeds. The remedies available are prosecution, civil suit, and an application under the Arbitration Acts for the appointment of persons to the board. In British Columbia, the Labour Relations Board may appoint a person to an arbitration board if the Labour Relations Board considers the matter arbitrable.

### The Function of Compromise

From time to time a board may, particularly in a hard case, contemplate inviting the parties to compromise the dispute and to withdraw the issue from the board.

If the parties wish the board to have power of compromise, they should accept



the responsibility of conferring that jurisdiction on the board. Otherwise, compromise amounts to judicial misconduct, and the award may be set aside or quashed.

Gratuitous observations or recommendations are not invalid, provided they are clearly not part of the award.

### Power of Employer to Discipline and Dismiss

At common law an employer does not have power to discipline an employee, except in the exercise of management prerogatives.

Layoff would seem to be, in effect, a termination of the contract of employment with some expectation of a re-hiring at a subsequent date. But at the time of layoff there is a termination of such an essential term of the contract of employment as is likely to amount to negation of the employer-employee relationship. If this is so, an employer can justify a disciplinary layoff only if he has justification to discharge. Suspension has been regarded as dismissal mitigated at the discretion of the employer by a promise to re-employ.

The common law may be subject to variation by a specific clause in the collective agreement or by a custom in the industry sufficiently well recognized that it can be said to be a term of employment.

### Remedial Powers of the Arbitrator

The jurisdiction of an arbitration board to award damages must be found in the language used by the parties as an expression of their intention. In addition, in Ontario the arbitration board has a duty to assess and award compensation for the violation of the collective agreement.

In a number of arbitrations reinstatement has been ordered, even though in a good many instances the employee may ultimately have taken employment elsewhere. Not infrequently arbitration awards consist of nothing more than a declaration of rights, which may be sufficient to settle the difference between the parties. In appropriate cases claims based on such declarations may be pursued in arbitration or in the courts.

An arbitrator does not have power to compromise the rights of the parties unless such power is conferred on him. Presumably to provide a basis for a quality of justice that would not otherwise be available, some collective agreements, notably in Ontario, give the arbitrator power of discretion to reduce a dismissal to a disciplinary suspension, or to temper the severity of disciplinary action that falls short of dismissal. These clauses clearly modify the

common law, inasmuch as they recognize a punitive power in the employer and a power to compromise in the arbitrator. They create a special challenge to the arbitration process, for through these clauses may arise issues not before exposed to adjudication. For instance, by what standard or standards does one determine whether a dismissal should be reduced to suspension; what rights or privileges should be suspended; and for what duration? How does one determine whether a disciplinary suspension should be tempered, and by whose standard of mercy? On whom should rest the burden of proof?

There is in a real sense a new labour jurisprudence emerging from these awards; for arbitrators, faced with issues that could not arise in common law, are obliged to enunciate principles, policies, concepts, standards and rules for which there is no precedent in any realistic sense in the law. The parties may, through the collective agreement, make their own law in the important fields of disciplinary powers and remedies available to an employee who is wrongly dismissed.

### Time Limits

The time taken to dispose of grievances can vary significantly. Limitation periods are becoming more prevalent, not only in requiring the arbitration board to make its award within a given period of time from the date of its constitution, but in requiring the employee or other aggrieved person to process the grievance within a given time from the occurrence of the event or his knowledge of the event.

### Arbitration Acts

The provincial Arbitration Acts apply to labour arbitrations arising under collective agreements negotiated pursuant to the labour codes of Canada, Alberta, British Columbia, Newfoundland, New Brunswick, Nova Scotia and probably Prince Edward Island. In Saskatchewan, the parties may agree to refer disputes to the Saskatchewan Labour Relations Board. In Ontario, the Arbitrations Act is in effect repealed in respect of arbitrations arising under collective agreements. In Manitoba, matters rest on the common law.

In Saskatchewan, Manitoba and Ontario, however, as in the other common law provinces, the respective Arbitration Acts are applicable to arbitrations under collective agreements negotiated pursuant to the federal Industrial Relations and Disputes Investigations Act. The Arbitration Acts relate mainly to the procedure of arbitration.

## Formation of the Arbitration Board

A wide discretion to shape their own grievance machinery is conferred on the parties under the Labour Relations Acts. Where the machinery of grievance itself has been exhausted, the actual appointments to the arbitration board may be made. The procedure depends on the language of the arbitration clause in the collective agreement.

However, recourse may be made to the Arbitration Acts to perfect the constitution of the board. The advantage of the nominees' agreeing to the selection of the chairman is the advantage of maintaining the concept that the board is a creature of the parties. Where the chairman is imposed on the parties, an arm's length atmosphere is more likely to prevail.

## Procedure Prior to the Hearing

The Arbitration Acts contain a number of provisions relating to the preliminary stages of arbitration. The arbitration clauses of most collective agreements probably fall within the definition of "submission," that is, "a written agreement to submit present or future differences to arbitration, whether an arbitrator is named therein or not." The submission is irrevocable, and has the same effect as if it were an order of the Supreme Court.

Under the Arbitration Acts a court may stay legal proceedings commenced by a party to a submission if the court is satisfied that there is no sufficient reason why the arbitration procedure should not be followed and the party seeking the stay is ready and willing to pursue arbitration.

## The Preliminary Meeting

Once the arbitration tribunal has been established, the chairman must take steps to bring the case on for hearing. He may at this point find it convenient to hold a preliminary meeting of the board and the representatives of the parties to obtain a common understanding on the establishment of the board's jurisdiction, on the exercise of discretionary powers, and on matters of procedure.

The board might request the parties to submit a joint statement setting out the issue to be decided, and confirming that the board is properly constituted and has jurisdiction to make a final determination of the issue. Since there are no pleadings in arbitration in any formal sense, the joint statement of the issue may go a long way to meeting the function that pleadings perform in civil

suits in setting bounds to the dispute. Filing a copy of the collective agreement may further compensate for a lack of pleadings.

If the collective agreement contains a time limit of a duration that appears unreasonably short, the board may wish to request the parties to waive the clause or extend the time.

The board must, however, be careful not to hear at the preliminary meeting representations as to the merits of the dispute. If there is any danger that this will occur, it is better that the board forgo the opportunity of making any exploration of the case prior to the hearing.

There are other matters on which the preliminary meeting may be used to obtain general consensus, such as whether either party is to be represented by legal counsel, whether there is a possibility of a joint statement of facts, whether there should be a transcript, and where the dispute is to be heard. The preliminary meeting may also be useful for giving formal notice of date and time of hearing, and for determining whether the hearing should be open or closed. It may be wise to hold closed hearings only if both parties agree.

## The Hearing

Procedure at the hearing need not be formal; to the contrary, informality, and the effect it has on the peace of mind of the protagonists and their witnesses, are qualities of arbitration that make it preferable in this aspect of industrial relations to the forum of the courts. But neither of these qualities should be pursued to the point of opening the door to confusion or to apprehension that the case is not being fairly heard.

There are a number of rules basic to court procedure that should be adhered to, because court procedure allows the evidence and arguments to be heard in an orderly manner, and if the parties know what the procedure is to be, they know they will be given adequate opportunity to put in their cases.

Witnesses should not be asked leading questions, which merely impair the value of the evidence. The hearsay rule should be applied for much the same reason.

A similar limitation in good sense applies to evidence of the parties' intent. On the interpretation of a document in a court of law, present statements of past intent are inadmissible, and the rule is a good one for grievance arbitration. If evidence of what the parties intended at the time they signed the collective agreement is confined to admissible evidence of statements and events



connected with the signing, the board's task will be performed as well as the parties have a right to expect.

It must be remembered that the arbitrator cannot change the collective agreement nor make a new agreement for the parties; if he does, the award may be set aside in a court of law for excess of jurisdiction.

Where witnesses are to be called to corroborate evidence, it may be salutary to exclude them from the room until they are called. The evidence is likely to be more cogent.

The board may from time to time be confronted with issues of relevancy of evidence. It is, in balance, better to err on the side of admitting evidence than of excluding it.

On the subject of burden of proof, the proposition that "he who alleges must prove" has basic validity. In dismissal cases, however, the burden is on the employer to show cause for dismissal unless due notice has been given. The right to give notice may be affected by a term of the collective agreement. A special problem may be affected by a term of the collective agreement. A special problem arises where a union alleges that disciplinary action by an employer is too severe. Assuming the board has jurisdiction to modify the penalty, it may be necessary to rule on the question of burden of proof before the order of presentation can be determined. The arbitrators may have to be guided by their own judgment or by such assistance as they may be able to derive from awards in similar cases.

Occasionally a party may seek at the beginning of the hearing to submit a brief. The danger of this practice lies in the fact that the briefs probably contain statements of fact as well as of argument. Unless briefs are prepared with considerable appreciation of the judicial function to which the board is by law committed, they can do more harm than good. Written arguments should be distinguished from the brief. When the case is in, the parties may undertake to submit written arguments on the evidence and on what the parties perceive to be the relevant law. In complicated cases, written argument may be highly advantageous.

A board that is reluctant to handle an issue of law may, unless the submission expresses a contrary intention, avoid the task by stating an award in the form of a special case for the opinion of the court. It is open to either party to obtain an order of the court or judge directing the arbitrator to state a case. There are two kinds of issue that cannot be stated to a court: a point of law which is the substance of a submission; and the question whether the board

has jurisdiction to hear the case. In any event, there is no right to a stated case.

## Deliberations

The private deliberations of the board should be confidential; what occurs there is not the concern even of the parties, for all they may rightly claim from the board is an award.

The convoking of the board to deliberate is again the responsibility of the chairman. It is usually good practice to review the terms of reference in order that the minds of the board members may from the outset be directed to the issue stated by the parties. The members should distinguish between questions of fact and question of law, and should try to handle each kind of question separately. An analysis of the case is not suggested; but the resolution of a hard case may be made easier by examining separately its legal and factual aspects. Analysis further may help to eliminate or reduce potential bias by revealing unrecognized assumptions or premises on which the case may at first blush have been evaluated, and should clarify any points of difference among the members of the board. If there is not to be unanimity, the point of disagreement should then be free from misunderstanding.

It is the responsibility of the chairman to guide the deliberations. There doubtless is no single right or best way to conduct deliberations. But the method can affect what is said; that is why, among other reasons, the proceedings must be kept confidential.

The board is confined to considering the evidence put before it at the hearing. Where new points of relevant fact are voiced or tendered in the deliberations, the case should be re-opened or the points disregarded.

## The Use of Precedent

The usefulness of precedent, like any other argument by analogy, relates directly to the closeness of the analogy. In the changing face of industrial relations, analogies from precedent may be illusory. Precedents, as a consequence, should be used with care and understanding. But they have a legitimate use, and have been referred to by both unions and employers. Arbitrators in Canada have cited both arbitration and court cases.

## The Award

### Remedies

In the course of the deliberations, the board must give consideration to the remedies available to it. The board must stay

within the jurisdiction, and should confine itself to answering the issues submitted by the parties, and to answering all the issues except where they may be stated in the alternative. The declaration of legal rights must not give way to compromise. Jurisdiction to impose punishment should be made clear by the parties, and must not be repugnant to public policy. Generally, unless some limitation is apparent from the collective agreement or the terms of the submission, the board may have the power to award a remedy that flows by implication from the agreement to arbitrate alleged breaches of the agreement.

### Reasons

An award that shows error on its face may be set aside in a court. As a consequence, arbitrators may be tempted to avoid appearance of error by giving an award without reasons. But if arbitration is to serve its function in the satisfactory settlement of industrial disputes, in most cases reasons should be given. Mistakes of arbitrators should be no less capable of rectification than errors of others exercising adjudicatory functions.

### Finality

The Arbitration Acts of most provinces provide that the majority award of a three-man tribunal is the award of the board, unless the parties agree to the contrary. The board has power to correct any clerical mistake or error caused by accident. But that apart, once the award is made, the board is *functus officio*; its duties are over, unless a court refers the case back to the board for further consideration.

It might appear that a dispute is at an end when the arbitrators, or majority of them, state their award to the parties; for enforcement is not the business of the board. This was the case at common law but is not so under the Arbitration Acts. The board may yet have duties to perform; and it may remain for the parties to take steps to enforce, set aside or quash the award. The dispute may also be remitted to the board by a court, either because of some deficiency in the proceedings or in the award, or because of fresh evidence pertinent to the issue.

In the past, courts have been reluctant to review private settlement of private disputes; they seek as a matter of policy to uphold awards of domestic tribunals, unless there is error in law on the face of the award, or

there is a defect in the jurisdiction of the tribunal, or the proceedings have failed to meet the standards of what has come to be called natural justice.

The view that the court should not interfere in private arbitration is based on a number of characteristics of arbitration that do not always apply to labour arbitration. Often labour arbitration is a method of settlement that is either imposed on the parties or is a voluntary choice in name only. Labour arbitration can involve important issues of law, and issues of fact and general interest; and it can influence legal relationships, and, in consequence, the lives of such large numbers of persons that an essential public interest may be seen in the process.

The changing character of labour arbitration and consequent change in the law may be seen in the issue whether an arbitrator has a duty to award a remedy, in the kind of remedy being applied in relation to arbitration awards in the courts of law, and in the procedures by which an award may become subject to judicial review.

### Enforcement

Where the award is valid, the successful party may seek the assistance of the court in enforcing it, either through a monetary remedy or in a declaratory judgment.

### Setting Aside and Quashing the Award

By the Arbitration Acts, a court may set aside an award because of legal misconduct in the arbitrators, because the arbitration was improperly procured, or because the award was improperly procured. Further, the courts have an inherent jurisdiction to set an award aside if there is error in law on its face. In addition to setting an award aside, a court may remit the case to the arbitrators for reconsideration.

An award may also be subject to being quashed by a writ of *certiorari*. The procedure is significant not only because it provides another method of obtaining judicial scrutiny of the award, but because the basis on which a motion for a writ will be allowed is wider than the basis on which a court will set aside an award.

### Setting Aside

An award may be set aside because of breach of natural justice, defect or jurisdiction, or error on the face of the record. Arbitration proceedings are quasi-judicial in character, and must be conducted in accordance with essential principles for the



administration of justice. These principles require that the parties be given a fair hearing; that they have notice of the proceedings, knowledge of the issues, and an opportunity to be heard and to hear and meet any evidence adverse to their interest.

Before a court will set aside an award on the ground of interest or partiality, there must be a reasoned suspicion in the minds of the parties as to the partiality of the arbitrator. Where it is alleged that the arbitrators exceeded their jurisdiction or proceeded on wrong principles, it is not necessary to show error on the face of the record. Where the alleged error is in refusing to hear evidence, the party tendering the evidence must not wait to see which way the award goes before taking steps to rectify the error, but must act immediately, if it is to act on the point at all.

Error on the face of the record may take a number of forms. The award may be ambiguous, uncertain, or lacking in finality, each of which will justify the setting aside of the award. Where the point of law arises incidentally to the issues submitted to the arbitrators, error will warrant the setting aside of an award. But where the point of law is the very thing referred to the arbitrators, the parties bargained to be bound by the opinion of the arbitrators as to what the law is, and cannot later complain that the opinion is wrong.

### Quashing

As in the case of the order to set aside an arbitration award, *certiorari* to quash may be sought on grounds of breach of natural justice, defect of jurisdiction, and error of law on the face of the record. Although an award will not be set aside, on a motion to set aside, where the error of law goes to the very question submitted to the tribunal, there does not appear to be any such limitation on review by *certiorari*: the award may thus be quashed, whether the error of law on the face of the record is in respect of a point that is collateral to the main issue of arbitration, or whether it is in respect of the main issue itself. Where an arbitration board is a creature of statute, it is subject to the writ of *certiorari*; in other cases it is subject only to a motion to set aside the award.

### Function of Arbitration in Labour Relations

Arbitration as a method of settling grievance disputes is imposed on labour and management by law and by practice. But the view is held, generally, that it is a wise device, as the terminal stage of the

grievance procedure, for settling conflicts that arise during the term of the collective agreement.

As a guarantee against work stoppages it contributes to stability in the productive process, and at the same time provides a safety valve for giving release to unresolved antagonisms. It is not a substitute for strikes and lockouts, for these courses of action are preserved under the Labour Relations Acts. It is an adjunct of the continuing process of collective bargaining, and brings a special kind of industrial law to the administration of the collective agreement.

In fact the parties are obliged to yield relatively little power to the arbitrator. Through the collective agreement, the parties hold, potentially and in practice, a wide measure of control over the vitals of arbitration: the power of declaration of substantive rights and obligations, the determination of remedies that may flow from a breach of the collective agreement, the jurisdiction accorded to the arbitration tribunal, and the procedure by which it functions. In result, the arbitrator is not a principal in matters of industrial conflict; it is not for him to tamper in the parties' affairs nor to crusade in a cause that is not their own.

The small number of total grievances that go the distance to arbitration—it is estimated at something less than one per cent—is evidence that responsibility for the settlement of disputes continues to reside where it rightly belongs: in the parties. The validity of the system is supported by the general attitude of considered acceptance demonstrated by responsible representatives of both labour and management. From time to time arbitration awards are the subject of consideration in collective bargaining negotiations. That is as it should be, for negotiation is the final practical court of appeal for matters of industrial conflict. But the fact that the attitude of the parties to awards is one of acceptance, for the time being at least—not because it is required, but because it is considered fit—speaks well for the operation of arbitration in this restricted field.

Arbitration is a solemn process. It is not a game to be won or lost by manipulation of the rules. Nor is it a legalistic technique operating on a plane divorced from human values and aspirations. It is a dynamic process in a dynamic context. It cannot eliminate conflict. But it can help to contain conflict; and it can play an influential role in the development of an emerging and as yet inchoate twentieth century industrial jurisprudence.

# Labour Relations Legislation in 1961

Six provincial Legislatures adopt amendments to legislation affecting relations between employers and employees, British Columbia and Quebec making the most extensive changes. Parliament enacts law to deal with threatened rail strike

During the 1960-61 sessions six provinces adopted amendments to laws affecting relations between employers and employees, the most extensive changes being in British Columbia and Quebec. During the same period Parliament passed legislation to deal with a threatened railway strike.

Amendments to the British Columbia Labour Relations Act prohibited unions from making political contributions from union funds, required unions to make copies of audited financial statements available annually to members, authorized the Minister of Labour to take a settlement vote, and made changes in the provisions dealing with the investigation of unfair labour practice charges, certification and conciliation.

In Quebec, the Labour Relations Act was amended to introduce speedier conciliation procedures, to provide for final and binding arbitration of grievances arising out of a collective agreement and to ensure that a union's certification and collective agreement remain valid when a business changes hands. An amendment to the Collective Agreement Act permits a provision in a collective agreement in the construction industry banning strikes, lockouts, slowdowns or picketing to be extended by government decree throughout a specified region.

In New Brunswick the provision whereby a municipality could, by resolution, exclude itself and its employees from the Labour Relations Act was repealed.

An amendment to the Prince Edward Island Trade Union Act prohibits members of the police force of any city, town or incorporated village, or full-time employees of any fire department, from engaging in a strike or work stoppage.

In Manitoba, the Department of Labour Act was amended to enable the Manitoba Labour Board to sit in panels and to give it authority to take a vote whenever it deems it necessary to ascertain the views of employees.

An amendment to the Saskatchewan Trade Union Act dealt with grievances that may arise between the time a union becomes the representative of the employees and the time of signing of the first agreement, and between the expiration of an agreement and its renewal or revision.

## FEDERAL

The Railway Operation Continuation Act was introduced after the non-operating railway unions refused a government request to postpone a threatened strike until May 15, 1961, at which time the Government expected to have the report of the royal commission on transportation.

The Act extended existing collective agreements until May 15, 1961; ordered the resumption of any railway operations that had been discontinued because of the strike, and directed union officials to notify their members immediately that strike action had been suspended. It also ordered the immediate reinstatement of all employees who had been laid off or discharged since November 1 by reason of a curtailment or discontinuance of any operations due to the threatened strike, and set out guarantees that, on the expiry date of the legislation, the rights and privileges of both companies and unions under the Industrial Relations and Disputes Investigation Act would be preserved.

The Act further provided that the legislation would expire on May 15, 1961, or on the day that new collective agreements were concluded, whichever was earlier. In May the railways and the non-operating unions signed a new agreement (L.G., June, p. 540).

## BRITISH COLUMBIA

### Unfair Labour Practices

The 1961 amendments to the British Columbia Labour Relations Act made a number of changes in the method of handling unfair labour practice complaints.

Now, a two-stage investigation procedure is provided. Complaints are to be filed with the Registrar of the Labour Relations Board, who may appoint an officer of the Department of Labour to inquire into the matter and try to effect a settlement. If the matter is not resolved, the Board, as before, may make an inquiry, and, if it finds the complaint a valid one, may issue an order directing the offender to cease doing the act complained of and to rectify it.

The amended Act specifically states that the Board's order may include a direction



to pay an employee who has been discharged for union activity a sum equal to the wages lost by reason of the discharge. Previously, failure to comply with such an order was a violation of the Act and the offender was liable to a prosecution.

Under the amended Act, also, an enforcement procedure similar to that in effect in Ontario and Saskatchewan has been adopted. If the Board's order is not complied with within 14 days from the date of the order (or from the date set in the order for compliance, whichever is later) and the employer, trade union or other person affected by the order so notifies the Board, the latter must file a copy of the order in the office of the Registrar of the Supreme Court. The order then becomes enforceable as an order of that Court.

The alternative enforcement procedure of prosecution of a person who has committed an unfair labour practice remains in effect. If a magistrate finds an employer guilty of discharging an employee for trade union activity, he must, in addition to any other penalty imposed, order the employer to reinstate the employee and to pay him back wages.

Another new provision gives the Board discretionary power to reject at any time a complaint that it believes is without merit. Previously, the Board was required to hold a hearing in all cases.

### **Certification**

A number of changes were made in the certification provisions. One new provision permits a non-certified trade union that is a party to a collective agreement to apply for certification at any time with respect to employees covered by the agreement.

The requirements for certification of a multiple-employer unit were changed and now conform with those in the federal Act and a number of other provincial Acts. The Board may grant certification if all the employers involved agree to have one trade union bargain for the unit and a majority of the employees of each employer are members in good standing of the petitioning trade union. Previously, certification could be granted if a majority of the employers had agreed and a majority of the employees of each employer had consented to representation by the applicant union.

A new provision expressly states that the Board must refuse certification if it is satisfied that a trade union has falsely represented membership in good standing.

Another amendment similar to a provision adopted in Ontario last year stipulates that the Board may not certify a union that

discriminates, contrary to the British Columbia Fair Employment Practices Act, on grounds of race, religion, colour, ancestry or place of origin. It further provides that an agreement entered into by a union which so discriminates is not deemed to be a collective agreement under the Act.

As before, the Board is required to take a representation vote whenever it doubts that a majority of the employees in a unit were, at the time of the application, members in good standing of the petitioning union. The amended Act also gives the Board discretionary power to order a vote where there is doubt that a majority of the employees wish to be represented by the applicant union, even if it is satisfied that the membership requirement has been met.

The provision authorizing the Board to make whatever investigations it deemed necessary in decertification cases has been amended by the addition of a new clause expressly empowering the Board to take a vote.

Another new provision states that if a union is decertified, any collective agreement between it and the employer or employers of the employees in the unit concerned is void.

### **Dispute Settlement**

The section requiring a collective agreement to include a provision for the final settlement of disputes arising out of an agreement was amended to state that the settlement provision is to cover a question as to whether a matter is arbitrable.

Another amendment authorized the Board, if it considers a question arbitrable, to appoint a member of an arbitration board if one party fails to do so within five days after receipt of written notice that the other party has appointed its member. If the appointed members fail to agree on a chairman within five days from the date of the last appointment, the Minister may appoint one.

An amendment to the conciliation provisions was designed to encourage the parties to reach an agreement without going through the two-stage conciliation procedure. If a conciliation officer is unable to effect a settlement, and, without making recommendations respecting the matters in dispute, recommends against the appointment of a conciliation board, the Minister may now notify the parties that a conciliation board will not be appointed. If such a notice is sent, a strike vote or a lockout vote may then be taken or the parties may continue to bargain themselves.

Referring to this amendment, the Minister of Labour commented; "Where collective bargaining is carried on by representatives of powerful groups, the parties do not always seriously bargain in good faith until all of the procedures under the Act have been exhausted." The new provision, which permits the conciliation board stage to be eliminated, would enable the parties to continue to use the services of a conciliation officer to try and effect a settlement, the Minister said.

The two other choices previously available remain. The Minister may, as before, decide to appoint a conciliation board or, if the conciliation officer recommends against the appointment of a board, he may treat the conciliation officer's recommendations as the report of a conciliation board.

The section requiring the parties to a dispute to accept or reject a conciliation officer's recommendations or the report of a conciliation board within 18 days after copies were mailed to the parties was amended to permit the parties to reconsider their decisions provided they do so within the prescribed 18-day period.

### Check-Off

Significant changes were made in the check-off provisions. Since 1947, employers have been required to honour a written assignment of wages to a certified trade union. Under the amended Act the right to check-off is maintained but new restrictions are imposed. A trade union is now expressly forbidden to contribute directly or indirectly to or to expend on behalf of, any political party or on behalf of any candidate for political office any moneys deducted from an employee's wages under a check-off provision or a collective agreement or paid as a condition of membership in the trade union. It is not illegal, however, for a union to pay a union officer while seeking election or upon being elected to public office.

During the debate the Minister stated: "In a democracy it is basic that each individual must be allowed to support the political party or candidate of his choice. Contrariwise it is just as basic that an individual should not be compelled to support financially or otherwise any political party or candidate not of his choosing."

The Minister also said that the section prohibiting use of union dues for political purposes was not intended to discredit any political ideology or to suggest any party is not entitled to financial support, adding: "It is intended, however, to protect the right of every individual to support the political party and candidate of his choice."

Under the amended Act, an employer is not permitted to make deductions from an employee's wages on behalf of a union unless the union delivers to the employer a statutory declaration made by a duly authorized officer that the union is complying with and will continue to comply with the prohibition on use of union funds for political purposes during the term of the assignment or during the term of the collective agreement. If the required statutory declaration is not filed, any money deducted from an employee's wages and paid to the trade union are considered to be the property of the employee and the trade union is liable to the employee for any deductions made.

The validity of this section prohibiting the use of union dues for political purposes was upheld by the British Columbia Supreme Court in August.

The amended Act also prohibits a trade union or any person acting on behalf of a trade union from refusing membership to or expelling from membership any person because he refuses to make a contribution to or on behalf of a political party or a candidate for political office. It also forbids any person to discriminate against anyone in regard to membership in a union or in regard to employment on these grounds.

Similarly, an employer or any person acting on his behalf must not refuse to employ or to continue to employ or discriminate against any person in regard to employment simply because he refuses to make a political contribution.

### Financial Statements

Another new provision requires unions to make copies of audited financial statements available to union members before June 1 each year. The statement must be signed by the president and treasurer or corresponding principal officers and must contain sufficient information to disclose accurately the financial condition and operations of the union for the preceding fiscal year. No charge may be made for this service.

If a union member complains that a union has failed to make an annual accounting, the Board may order the union to file, within a stated time, a statement on a prescribed form giving the particulars specified. It may also require the union to furnish a copy to such members as the Board may direct.

Dealing with the question of union financial statements, the Minister said:

No organization collecting money from its members can have any legitimate complaint concerning the new requirement.



**Labour Relations Act**

It is to the union's advantage to satisfy its members that with so much money at its disposal the union is not guilty of any corrupt financial practices and that its monetary transactions are all open for their inspection.

These comments do not infer that such corruption does exist in local unions. On the contrary, if any does exist it is not known to me and we in this province are fortunately free of that evil exposed in the U.S.

**Other Provisions**

Two 1954 amendments that had aroused strong criticism from unions were repealed. One had permitted the Minister to ask a Judge of the Supreme Court of British Columbia to decide the legality of a strike or lockout. The other had enabled a Judge, if he found a strike illegal, to nullify a collective agreement, cancel a union's certification or its check-off rights or impose all three penalties.

A new section, similar to a provision in effect in the province before 1954, was added. Designed to encourage the early settlement of strikes and lockouts, it provides that the Minister may direct that a settlement offer made by either party during a strike or lockout may be put to a vote of the employers or employees affected and may make whatever voting arrangements he considers proper.

Commenting on this section the Minister said: "It is of the utmost importance for the economy of the province and the welfare of all citizens that a lockout or strike be ended as quickly as possible. It is in the public interest that every legitimate means should be available to bring these unfortunate occurrences to a speedy conclusion."

Another new provision states that an employer must in all cases give the trade union 48 hours written notice of a lockout. Previously this rule applied only where there was a pre-lockout vote (that is, where more than one employer was engaged in the same dispute).

The section setting out the powers of the Board was amended to give it express authority to decide whether a person is included in or excluded from a unit. Another amendment made it clear that the Board's power to vary or cancel any of its decisions or orders includes the right to vary or cancel the certification of a trade union.

A further amendment excluded teachers from the coverage of the Act because the Public Schools Act deals with the settlement of disputes between teachers and school boards.

The major changes in the Quebec Labour Relations Act dealt with conciliation procedures and were designed to reduce delays. One change is that a request for conciliation services must now be sent directly to the Minister of Labour instead of being channelled through the Labour Relations Board as formerly.

The normal time for a conciliation officer to work with the parties and try to effect a settlement remains 14 days but the time limit may now be extended with the written consent of both parties. As before, if the conciliation officer is unable to resolve a contract dispute, the Minister must appoint a council of arbitration (which corresponds to the conciliation board in other provinces).

A new provision, which went into force on August 1, stipulates that a council of arbitration must report within 45 days following the date of the conciliation officer's report. Previously, no time limit was set in the Labour Relations Act but procedures of councils of arbitration were governed by the Quebec Trade Disputes Act, which states that a council of arbitration must report within three months from the date of the appointment of the chairman unless the Minister grants an extension. In practice this meant that the procedure usually extended beyond three months.

Another new feature is that, unless the parties agree in advance to abide by its decision, a council of arbitration will no longer make recommendations but will merely advise the Minister whether or not the dispute has been settled. Previously, recommendations were always issued and made public.

New provisions which went into force August 1 now permit a strike or lockout to take place 14 days after a council of arbitration has reported that a dispute still exists or 75 days after receipt of the original request for conciliation services (90 days after the notice in the case of a first agreement). Formerly a strike or lockout was prohibited until 14 days after the Minister received the report of the council of arbitration. As a result there were sometimes delays of a year or more.

Employers were previously prohibited from altering terms of employment during the period of negotiation and conciliation without the consent of the employees. Under the amended Act, an employer is prohibited from changing employment conditions from

the time a union applies for certification until the time a strike or lockout may legally take place, except to carry out a collective agreement with a recognized bargaining agent of the employees affected or with the written consent of the union.

During this period also a union is prohibited from enjoining or advising its members to refuse to work for the employer under the same terms as formerly.

Two significant new provisions relate to grievances arising out of a collective agreement. One prohibits strikes or lockouts under any circumstances during the term of a collective agreement. Another stipulates that all grievances resulting from the interpretation or application of a collective agreement must be submitted to arbitration in the manner provided in the agreement or in accordance with the Quebec Trade Disputes Act. (Under the latter, a council of arbitration is composed of a member nominated and paid by each of the parties and a chairman agreed on by the two members or selected by the Minister and in either case paid out of public funds). The amended Act further provides that in either case paid out of public funds). The parties, and that the report of the chairman constitutes the award if a majority is lacking.

Previously, there was no absolute prohibition of strikes or lockouts during the term of an agreement, the Act merely providing that a strike or lockout could not take place until the dispute had been referred to arbitration and 14 days had elapsed since the arbitrator's award. Neither were parties compelled by law to accept the arbitration award because, under the Quebec Trade Disputes Act, arbitration awards are recommendations only and may be rejected unless the parties agree beforehand to abide by the decision. In practice, however, most collective agreements did provide for binding arbitration of grievances.

A new provision similar to one adopted in the four western provinces and in Newfoundland provides for the maintenance of certification and the continuance of a collective agreement when a business is sold or transferred. It states that, except in the case of a judicial sale, a certification or a collective agreement will not be invalidated if all or part of the operations of an undertaking are taken over by another person.

It further provides that, notwithstanding the division, amalgamation or changed legal structure of the undertaking, the new employer is bound by the certificate or collective agreement as if he were named therein and becomes *ipso facto* a party to any proceeding relating thereto in place of the

former employer. It also authorizes the Labour Relations Board to issue whatever order it deems necessary to record the transfer of rights and obligations and to settle any differences arising out of the application of this provision.

The amended Act also provides for the appointment of a second vice-chairman of the Labour Relations Board, thus enabling the Board to sit in three panels simultaneously.

Another new provision specifies that the decisions of the Board (except decisions on applications for leave to prosecute) must state the reasons for decision, and must be communicated to the parties and kept in a record office accessible to the public.

An amendment to the section dealing with the negotiation of agreements provides that a notice of a desire to bargain for the renewal of a collective agreement may be given within the 60 days preceding the expiration of the agreement.

### Collective Agreement Act

The Collective Agreement Act provides for the extension, by government decree, of provisions in a collective agreement relating to wages, hours, apprenticeship, vacation with pay, family allowances and the classification of employees to all employers and employees in the industry or occupation or in a stated region. The Act was amended by new provisions respecting collective agreements in the construction industry.

During the debate on the Bill the Minister of Labour said the measure was requested by the Builders' Exchange, representing Montreal construction companies and two unions, the Building Service Employees' International Union (CLC) and the Federation of Building Workers of Canada (CNTU).

One amendment states that a provision in a collective agreement in the construction industry prohibiting strikes, lockouts, slowdowns or picketing may be made legally binding on all employers and employees covered by the decree. If a decree containing such a provision is issued, any person who contravenes the provision is guilty of an offence and liable to a fine of up to \$100 and costs for the first offence and up to \$1,000 and costs for each subsequent offence during a 12-month period.

The amended Act further provides that, if a no-strike clause is extended, the employers and employees covered by the decree will not be subject to the collective bargaining, certification and conciliation



sections of the Labour Relations Act (Sections 4 to 17, inclusive) for the duration of the decree. This means that, while a decree containing a no-strike clause is in force, no group subject to such a decree will be obliged to negotiate individual collective agreements during the lifetime of the decree. Previously, the fact that an employer was subject to a decree did not affect his obligations or the rights of his employees or their bargaining agents under the Labour Relations Act. Although it was mandatory for every employer to observe the standards laid down in the decree, there was nothing to prevent the negotiation of a collective agreement providing for higher wage rates and shorter hours than those specified in the decree.

The amendment could have a substantial effect on bargaining practices in the construction industry since decrees under the Act cover a large proportion of the industry in the province.

Another amendment provides that, in any district where a no-strike clause has been put into effect and where there is an apprenticeship commission for the construction trades, the parity committee, with the approval of the Lieutenant-Governor in Council, may issue regulations requiring employees to obtain periodically a certificate of control and to pay a monthly fee not exceeding the hourly wage fixed by the decree for their category. After the costs of administration have been deducted, the remaining amounts are to be paid to the apprenticeship commission. The committee is empowered to grant such exemptions as it deems proper. The purpose of the certificate of control is to enable the parity committee to check to see that the provisions respecting apprenticeship and occupational competency are being observed.

#### **Municipal Employees**

The Act respecting municipal and school corporations and their employees, which requires disputes between municipal and school corporations and their employees to be submitted to arbitration, was amended to provide for the removal and replacement of certain arbitrators.

Under the amended Act, the Minister of Labour, at the request of an authorized association of municipal employees, may remove the trade union arbitrator and replace him by a person recommended by the association. An amendment to the Bill introduced in the Legislative Council and accepted by the Assembly also permits the Minister to replace an arbitrator upon the request of a municipal corporation.

In such cases, the arbitrator will be allowed to remain in office long enough to dispose of cases already before him.

#### **MANITOBA**

In Manitoba, amendments to the Department of Labour Act enable the Manitoba Labour Board to sit in panels. Provision was made for the appointment of vice-chairmen, one of whom may be designated senior vice-chairman. Another new provision states that the Minister of Labour, after consultation with the chairman of the Board, may decide when the Board is to sit in panels. Another amendment reduced the quorum of the Board to three, one member representing the views of employees, one employers' representative and a chairman or vice-chairman.

Another amendment to the Act gave the Manitoba Labour Board express authority to take a vote of employees not only with respect to labour disputes but with respect to other matters under the jurisdiction of the Minister of Labour. During the debate on the Bill, the Minister said that the Board's right to take a vote had been called into question as a result of a decertification issue at Brandon Packers. In this case a Manitoba court ruled that the Board had no right to call a vote on union affiliation among plant employees and disallowed the Board's decision.

"We think it is rather important that the Board have this right," the Minister said. Accordingly, the Act was amended to give the Board authority to examine records or make other inquiries, including the holding of a hearing or the taking of a vote, whenever it deems it necessary to ascertain the views or preferences of employees.

#### **NEW BRUNSWICK**

Two changes were made in the coverage of the New Brunswick Labour Relations Act. One amendment repealed the provision permitting a municipality to pass a resolution removing its employees from the scope of the Act. Ontario is now the only province where municipal employees may be excluded from the labour relations legislation by municipal by-laws.

Another New Brunswick amendment excluded dietitians, nurses and teachers from the definition of "employee". Members of the dental, architectural, medical and engineering professions had been previously excluded.

The section setting out requirements for certification was reworded to make it clear that appropriateness of a unit and union membership of employees are to be determined as of the date of the application.

Some changes were introduced in the decertification provisions. Under the amended Act the Labour Relations Board is authorized to revoke a certification if satisfied that, on a date fixed by the Board, a unit no longer represents a majority of the employees in a unit. It is also given express authority to consider a duly signed application submitted by an employee or several employees, to examine records or make other inquiries, to hold a hearing or to take a vote and to prescribe the nature of the evidence.

Another amendment similar to one adopted in Manitoba in 1959 permits a prosecution for an offence under the Act to be brought *by* or *against* a trade union or an employers' organization. Previously, a prosecution could be instituted only against such organizations.

### PRINCE EDWARD ISLAND

An amendment to the Prince Edward Island Trade Union Act expressly provides that a member of the police force of a city, town or incorporated village or a full-time employee of any fire department may not strike or engage in a work stoppage.

A provision adopted in 1948 prohibiting a closed shop contract was amended to change the definition of a closed shop contract. The term now means a clause in a collective bargaining agreement whereby the employer agrees to *hire* (previously to *employ*) only trade union members.

The section that sets out the conditions under which employers are required to check off union dues was amended. Now, if the other conditions are met, union dues or fees must be deducted from wages if a majority of employees in a unit vote in favour of the check-off, whereas previously the check-off was required only if a majority of employees in the industry voted in favour of such deductions.

### SASKATCHEWAN

The Saskatchewan Trade Union Act was amended to deal with grievances that may arise between the time a union first becomes

the representative of the majority of employees in a unit and the time of signing of a first agreement, and between the time of the termination of the agreement and its renewal or revision. An employer is now required to negotiate with a union with respect to grievances that may arise during these periods and to pay union representatives (shop stewards) for time spent during working hours for the settlement of such grievances.

Some changes were made also in the section setting out the powers of the Labour Relations Board to clarify the Board's power to rescind or amend its orders or decisions. Now, if a collective agreement is in effect, the Board may not amend any order determining whether a unit is appropriate for bargaining or whether a trade union represents a majority of employees in a unit or one requiring an employer to bargain collectively unless both the employer and the trade union agree to the amendment or the amendment is necessary to clarify or correct the original order. Where no collective agreement exists, the Board may rescind or amend any such order even though court proceedings are pending.

The Board, as before, may rescind or amend any order dealing with an unfair labour practice charge or other violation of the Act or determining whether a labour organization is company dominated.

Another amendment designed to speed up procedures authorized the Board to make minor corrections in applications. The Board may correct any errors in names and may include a person or trade union not previously named that it thinks ought to be a party to any proceedings before it. It may also strike out the name of a trade union or person improperly made a party to a proceeding and substitute the name of the party or union that it thinks ought to be included.

Another amendment provides that every member or alternate member of the Board must take an oath of office.

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### New Year Messages *(Continued from page 1225)*

As a part of a service organization, the employees welcome any opportunity to participate in supplying service.

It is difficult to be optimistic about the prospects of the world but surely the world has been able to produce enough men of vision, occupying positions of power, that

we may hope that they will find peaceful solutions of the vast problems that now confront us.

It is with that hope that I wish to extend to all of you and yours a sincere wish that you may have a peaceful, happy and prosperous 1962.



# Safety and Health Legislation in 1961

At this year's sessions, seven provincial Legislatures enact laws dealing with some aspect of industrial safety or health. Two provinces adopt new types of safety laws, relating to elevating devices in construction, radiation hazards

During the 1961 sessions of the Legislatures seven provinces enacted legislation dealing with some aspect of industrial safety or health.

New types of safety laws were adopted in two provinces. Ontario passed the Construction Hoists Act, 1960-61, which provides for provincial licensing and inspection of elevating devices used in the construction industry. Saskatchewan enacted the Radiological Health Act, 1961, which is designed to protect radiation workers as well as the general public against radiation hazards.

Existing legislation was amended in several provinces to provide for more provincial control of conditions or equipment that present a health or safety hazard to workers or the general public. The New Brunswick Stationery Engineers Act was amended to provide for the regulation of pressure vessels used in storing compressed gas. In Newfoundland, amendments to the Logging Camps Act permit the Government to make regulations providing for the licensing of logging camps. As a result of an amendment to the Manitoba Fires Prevention Act, only approved portable fire extinguishers may be sold in that province. In Ontario, amendments to the Energy Act provided for the registration of persons who inspect, install or service gas appliances.

Minor amendments were made also to the Nova Scotia Engine Operators Act, the Newfoundland Regulations of Mines Act, the Nova Scotia Elevators and Lifts Act, the British Columbia Industrial Transportation Act and the Saskatchewan Electrical Inspection and Licensing Act.

## Construction Hoists

The Ontario Construction Hoists Act, 1960-61, which will be brought into force by proclamation, is the first provincial statute dealing entirely with the safe operation of construction hoists. Some regulation of elevating devices used in construction is carried on in some jurisdictions under other legislation, however. In Alberta, for example, if such hoists are used for transporting materials only, they must meet the requirements of the regulations issued by the Workmen's Compensation Board, and if used to carry passengers they must be

licensed under the Factories Act. In Manitoba, standards for swinging stages are set out in the regulations under the Building Trades Protection Act.

The Ontario Construction Hoists Act covers all hoists used in the construction, alteration, maintenance or demolition of buildings for hoisting and lowering men or materials and which are equipped with a car that moves in guides during its vertical movement. The Act does not apply, however, to any elevator or lift under the Elevators and Lifts Act, a hoist under the Mines Act, a hoist used exclusively for agricultural purposes, a feeding machine or similar type of material handling device other than a skip hoist, or any class of construction hoist excluded by the regulations.

After the Act comes into force, work on a new construction hoist or a major alteration of an existing hoist may not be commenced until drawings and specifications have been approved by an engineer of the Department of Labour. After plans have been approved and the hoist installed at least once previously, however, the Department's engineer may reduce the number of drawings and specifications required to be submitted for approval on further re-installations.

The Act further provides that no new construction hoist or existing hoist that has undergone extensive alterations may be put into operation unless it has been inspected. Afterwards, all construction hoists must be inspected every six months.

After the Act is proclaimed in force, no user of a construction hoist may permit it to be operated without a licence from the chief inspector. A licence will be valid only for 12 months from date of issue unless suspended or cancelled or unless the location of the hoist is changed.

As an aid to enforcement, the Act provides for co-operative arrangements between municipal authorities and the Department. In the absence of a departmental inspector, a municipal building inspector may inspect a construction hoist and, if he finds conditions unsatisfactory, may send the user a written notice directing him to do or to refrain from doing whatever the inspector considers necessary to ensure compliance

with the legislation. He may also require the user to make sure that no person uses, enters or approaches a construction hoist that is in an unsafe condition except for the purpose of making necessary repairs.

Orders of municipal inspectors will be subject to review by the Department, however. As soon as a directive is issued and again after he has determined that his order has been complied with, the municipal inspector must notify the chief inspector. A provincial inspector may then modify or cancel the order of the municipal inspector or he may issue another order.

Any person who considers himself aggrieved by a directive of a provincial or municipal inspector or because a licence has been refused, suspended or cancelled may appeal to the Minister of Labour, whose decision is final.

The Act lays down a number of rules regarding the operation of construction hoists. No person may operate a construction hoist or permit it to be operated with a load in excess of its maximum capacity as designated in the licence. Where a construction hoist has a driving unit that is not directly controlled by a device installed in the car or at each landing of the hoistway and the hoist is used to raise or lower persons, the operator must hold a certificate of qualification to operate a hoisting plant under the Operating Engineers Act. Provision is also made in the Act for the issuance of regulations providing for hoist attendants and prescribing their qualifications and duties.

The Act makes it mandatory for the user to report accidents in connection with a construction hoist. If a construction hoist falls freely or if any person is injured, the user must send the chief inspector full particulars within 24 hours. Where an accident results in the death of any person or in injuries that may be fatal, the chief inspector must be notified immediately by telephone or telegraph and no person may interfere with any wreckage, except to save life or relieve suffering, until an inspector has given permission to do so. On being notified of an accident, the chief inspector must institute an investigation.

Penalties are provided for contraventions of the Act, the regulations or an order. Any person found guilty of such an offence is liable to a fine of up to \$1,000 for each day the offence continues.

Among other powers, the Lieutenant-Governor in Council is authorized to make regulations prescribing the qualifications of inspectors and defining their duties; regulating the use, location, design, construction,

installation, operation, maintenance, ventilation, drainage, lighting, heating, alteration, repair, testing and inspection of construction hoists and equipment connected thereto; and designating the sections of the Canadian Standards Association *Safety Code for Elevators, Dumbwaiters and Escalators* (1960 edition) to be used by engineers of the Department and inspectors in carrying out their duties.

#### Other Amendments Relating to Lifting Devices

An amendment to the Nova Scotia Elevators and Lifts Act requires elevator inspectors, when inspecting new installations, to apply the latest (1960) edition of the Canadian Standards Association *Safety Code for Elevators, Dumbwaiters and Escalators* instead of the 1938 edition previously used.

In Ontario, the sections of the Municipal Act giving municipalities authority to pass by-laws regulating elevators, lifts and construction hoists were deleted because these lifting devices are now subject to provincial control under the Elevators and Lifts Act and the Construction Hoists Act, 1960-61.

#### Radiation

The Saskatchewan Radiological Health Act, 1961, which will be brought into force by proclamation, is the first special provincial statute governing radiation installations and equipment. Five provinces have made provision for radiation hazard control in other legislation, however.

In 1957, the Ontario Department of Labour Act was amended to permit the making of regulations to protect persons from the effects of ionizing radiation used in industry and commerce. The Manitoba Employment Standards Act of 1957 authorized the making of regulations governing industries that use radioactive substances. In 1960, an amendment to the Quebec Public Health Act authorized the Lieutenant-Governor in Council to regulate the sanitary conditions of any establishments where substances and apparatus emitting ionizing radiation are used. A 1960 amendment to the Nova Scotia Public Health Act empowered the Minister of Public Health to appoint radiation hazard inspectors and prohibited the operation of any shoe-fitting device that used fluoroscopic, X-ray or radiation principles. In 1961, the British Columbia Health Act was amended to permit the issuance of regulations providing for the control of radiation sources and radiation hazards. No provincial regulations have been issued to date.



The Saskatchewan Radiological Health Act, which is to be administered by the Department of Public Health, embodies some of the recommendations made by the Radiological Health Committee in its report on X-ray equipment in Saskatchewan. This Committee, which consisted of a radio-therapist, a radiologist, a physicist and a radiographer, with the Director of the Occupational Health Branch of the Saskatchewan Department of Public Health as chairman, was established to assess the radiation hazard associated with exposure to X-rays and gamma rays from radium and to recommend any measures necessary for its control. The Committee began a survey of a representative sample of X-ray equipment in Saskatchewan, including those used in offices of radiologists, doctors, dentists and chiropractors, and in animal hospitals and shoe stores. Surveying teams measured radiation doses under standard conditions, examined operators' techniques and other safety measures.

In its report the Committee stated that, although the situation was not alarming, "the findings did disclose conditions that indicate need for more attention to radiation hazard control." Among other suggestions, the Committee recommended that all X-ray installations be required to be registered annually, that only properly qualified persons be permitted to operate X-ray apparatus, that pre-employment examinations of persons occupationally exposed to radiation be required, that the use of shoe-fitting fluoroscopes be banned, and that a radiation protection service be established and a continuing advisory committee set up to assist a radiological health service program.

The Cabinet accepted in principle the recommendations of the Committee, which then drafted regulations implementing its suggestions and submitted them to various provincial organizations for comment.

As previously indicated, the Radiological Health Act, 1961, implements some of the Committee's recommendations. It provides for the registration of radiation installations and radiation equipment; prohibits the establishment of radiation installations for industrial purposes without departmental approval of plans; lays down qualifications for operators; restricts the use of shoe-fitting fluoroscopes; prohibits the employment of certain persons as occupational workers and provides for the establishment of a Radiological Health Committee and for the appointment of an advisory staff.

## Coverage

The Radiological Health Act covers any device capable of emitting ionizing radiation except: equipment operated at less than 15 kilovolts and not designed principally to produce useful radiation; (except in relation to the repair and servicing thereof) equipment operated normally at 15 kilovolts or more but designed so that it does not, beyond any point up to which persons usually approach the equipment, emit radiation at a weekly rate higher than one tenth of the maximum permissible dose per week for any part of the body exposed to such radiation; equipment in storage or transit or not in use or equipment operated in such a manner that it cannot produce radiation. Radioactive substances are also excluded because these come under the federal Atomic Energy Act and regulations.

In the Act "radiation installation" is defined as any building or place in which radiation equipment is manufactured, used, handled or tested.

The Act binds the Crown in Right of the Province.

## Registration of Installations and Equipment

The Act makes it mandatory for an operator, that is, a person or firm in control of the possession or use of a radiation installation or of radiation equipment, to register with the Minister of Public Health. Within one month after any radiation installation or radiation equipment comes under his control or undergoes extensive alterations, the operator must furnish the Minister with a statement on the prescribed form, giving the required particulars. In the case of a temporary radiation installation, the operator must submit a statement not later than three days after the equipment comes under his control.

Every January the operator must send the Minister a report giving the prescribed particulars.

## Manufacture of Radiation Equipment

The Act specifically states that all radiation equipment must be manufactured, used, handled and tested in such manner that no person will be unnecessarily exposed to ionizing radiation and no person in the vicinity of the equipment, other than a patient or occupational worker, will be exposed to ionizing radiation in excess of the maximum permissible dose.

## Approval of Plans

After the Act is brought into force, no person may establish a radiation installation for any industrial purpose or make any

substantial alteration without first having the plan approved by the Minister. The Act further states that the Minister must not approve a plan unless he is satisfied that the installation will be so constructed or altered, as the case may be, and operated so that it will not endanger any person's health.

### **Qualifications of Operators**

Under the Act, the operation of a radiation installation or equipment by unqualified persons is prohibited. No person may control the possession or use of a radiation installation or any radiation equipment unless (1) he is qualified under an Act to provide persons with care and treatment by means of radiation equipment or, in the case of a radiation installation or radiation equipment not used for diagnostic or treatment purposes, is considered competent by the Minister; (2) is a qualified veterinarian licensed under the Veterinarians Act, 1960; (3) employs at least one qualified or competent person to attend to the operation of the installation or equipment; (4) employs one or more X-ray technicians registered under the X-ray Technicians Act, 1957, who are members of the Saskatchewan Society of X-ray Technicians; or (5) employs one or more persons who have been given special training in the operation of the radiation equipment used by them and who are adequately supervised by a qualified or competent person.

### **Shoe-fitting Fluoroscopes**

In its report, the Radiological Health Committee pointed out that many national and international bodies favour the banning of shoe-fitting fluoroscopes because they do not offer benefits in proportion to the exposure they give to the general public. The Act provides that no person may use a shoe-fitting fluoroscope or have control of one except in the office of a qualified or competent operator.

### **Requirements for Occupational Workers**

The Act forbids an operator to employ as an occupational worker any person who is under 18 years or who is known to be pregnant. It further provides that no person in either category may accept employment or continue in employment as an occupational worker.

### **Advisory Bodies**

The Act provides for the appointment of consultative and advisory staff and for the establishment of a Radiological Health Committee.

The Minister is authorized to appoint one or more officers of the Department as consultative and advisory staff to provide consultative services with respect to radiation installations and the operation of radiation equipment and to advise operators and occupational workers regarding radiological health.

The Act also empowers the Minister to appoint a Radiological Health Committee composed of a diagnostic radiologist, a therapeutic radiologist, a specialist in pathology or internal medicine with extensive knowledge of and training in haematology nominated by the Saskatchewan College of Physicians and Surgeons, a physicist experienced in radiation physics, and the supervisor and one officer of the consultative and advisory staff of the Department.

The principal duty of the Radiological Health Committee will be to advise the Minister with respect to radiological health and codes of recommended practice to be issued to every operator in the province. It will also be required to promote an educational program among operators and occupational workers; to give general direction and advice to the consultative and advisory staff regarding the standards to be observed when making recommendations respecting plans for establishing radiation installations and the acquisition, operation and use of radiation equipment; and to review the qualifications and experience of persons applying for appointment to the advisory and consultative staff.

When it deems it advisable, the Committee may request the Minister to furnish financial or other assistance to enable an occupational worker who has been exposed to ionizing radiation in excess of the maximum permissible dose to undergo medical examinations.

The Act provides penalties for violations of the Act or regulations. Any person found guilty of an offence is liable to a fine of from \$50 to \$300. In the case of a continuing offence, the person is liable to a further fine of \$25 to \$50 for each day the offence continues.

### **Boilers and Pressure Vessels**

The New Brunswick Stationary Engineers Act was amended to provide for provincial regulation of pressure vessels used in storing, distributing or utilizing compressed gas (e.g., propane gas tanks). During the debate on the Bill the Minister of Labour said that because of the increasing use of explosive, inflammable and toxic gases it was felt that, in the public interest, the tanks in which these gases were stored should be properly constructed, installed and maintained.



The amended Act authorizes the Lieutenant-Governor in Council to make regulations dealing with the registration of boiler and pressure vessel designs and with the construction, installation, inspection, testing, maintenance and operation of pressure vessels used in storing compressed gas. Provision was also made for the drafting of regulations dealing with the storage, distribution and utilization of compressed gas and the licensing of persons or firms engaged in storing and distributing compressed gas. The Minister said that recognized codes of safety now in general use would be the basis for these regulations, adding that it was anticipated that a system of supervised, regular inspections by licensed distributors would be worked out to necessitate little, if any, staff increases.

As a result of another amendment, it is no longer mandatory to have a licensed operator in charge of a small low-pressure heating plant, that is, a plant with a capacity of 50 horsepower or less and a working pressure of not more than 15 p.s.i. steam or 30 p.s.i. hot water.

A third amendment states that where one or more licensed operators are employed, the employer must designate one person to be in charge of his heating plant or power plant.

In Nova Scotia, traction plants and internal combustion engine plants were removed from coverage of the Engine Operators Act. The definition of steam plants was also revised so that the Act now applies only to plants where steam is used for motive power only.

### Logging Camps

In Newfoundland, some amendments were made to the Logging Camps Act as a result of the recommendations made by the Royal Commission of Enquiry on the Logging Industry. This Commission was appointed in 1960 following complaints that loggers were not receiving the pay increases promised them. Its terms of reference were to enquire into and report on the conditions of work and living and on the terms of employment, including rates of remuneration, and to make recommendations on the subject of employment in forest operations.

In its report, which was tabled in the Legislature on February 8, 1961, the Commission criticized living conditions in contractors' camps and made specific recommendations with respect to such matters as lighting, paint, sanitary facilities, heating, cleanliness, etc.

In making its recommendations, however, the Commission distinguished between old

and new camps and pointed out that, although light, paint and cleanliness were essentials in all cases, there should be discrimination between camps when issuing regulations requiring costly improvements.

The amended Act authorizes the Lieutenant-Governor in Council to make regulations providing for the classification of logging camps and the basis of classification. Regulations may also be issued requiring logging camps or classes of logging camps to be licensed before being put into operation, and prohibiting or restricting the operation of unlicensed camps. The regulations may also specify the conditions under which such licences may be granted, renewed, suspended or revoked. Previously, the Lieutenant-Governor in Council was empowered to make regulations dealing with the construction, equipment and maintenance of logging camps.

The Commission also found chronic irritation over piecework rates, which it blamed on the current scaling system. It thought that there was too much reliance on the judgment of foremen and superintendents in the grading of wood and recommended that one or other of the suggested methods of payment of pieceworkers be adopted.

The amended Act makes some changes in the scaling provisions, which had previously made it mandatory for an employer to have a commercial scaler, at regular intervals, scale the wood cut and piled by a logger. A new provision forbids any person other than a commercial scaler to scale timber for commercial purposes if the timber is to be sold or bought on a volume or unit basis. If the Minister of Mines and Resources is satisfied that a commercial scaler is not available, however, he may issue a temporary certificate to a competent person authorizing him to act as a commercial scaler for a specified period.

The provision authorizing the Lieutenant-Governor in Council to make regulations dealing with the qualification, examination and certification of commercial and official scalers was amended to include regulations classifying scalers according to their qualifications and providing for the cancellation or suspension of scalers' certificates.

### Fire Prevention

An amendment to the Manitoba Fires Prevention Act added a new section providing for provincial approval of portable fire extinguishers. In introducing the Bill, the Minister of Labour said:

At the present time there are agencies in the province selling equipment that, in the opinion of the Fire Chiefs' Association and the Fire Marshalls' Association across Canada,

are almost ineffective for fighting fires. We have certain types of extinguishers which indeed are more hazardous to the lives of the people than the actual fire itself because of the toxic nature of the fluids which are used in the equipment. We have some others, too, that may be effective at the time of the sale but which deteriorate very quickly. We feel that this gives people a false sense of security and that people should be protected to the point of having some kind of an approval on that equipment and we're asking that equipment be approved before it be sold within the province.

The amended Act states that no person may sell, purchase, use or have in his possession any portable fire extinguisher unless its design and construction have been approved in accordance with the regulations and the extinguisher has been marked or identified in the prescribed manner. Provision is also made for the issuance of regulations respecting the design, registration of design, construction, inspection, testing, marking and identification of portable fire extinguishers.

Any person who contravenes a provision of the Act or regulations regarding portable fire extinguishers is guilty of an offence and, on summary conviction, is liable to a fine of up to \$100 or up to 15 days imprisonment or both.

Another amendment gave the fire commissioner authority to order the evacuation of a building that is particularly fire hazardous and to padlock the structure. Any person who attempts to open a padlocked building is guilty of an offence and, on summary conviction, is liable to a fine of up to \$50 or up to 10 days imprisonment or both. An aggrieved person may appeal to a county court judge.

### Other Amendments

The Saskatchewan Electrical Inspection and Licensing Act, which provides for the enforcement of uniform safety standards governing electrical installations, was amended to bring the design of electrical equipment within the scope of the Act. At the same time elevators were removed from coverage of this Act, as they are subject to the Passenger and Freight Elevator Act.

Another amendment deleted the provision requiring an employer to furnish the Department with a guarantee bond. Referring to this change the Minister of Labour said that he thought it was superfluous for a company to buy a bond for employees who work on company premises and did not deal with the public.

As a result of another amendment, electrical supply houses may no longer be required to bond their electricians. The Minister pointed out, however, that the

public is still protected, as contractors must furnish a bond before they are granted a licence.

Amendments to the Ontario Energy Act, which came into force May 1, 1961, provided for greater provincial supervision of gas installations. Under the amended Act no person may install, repair, service or remove a gas appliance unless he is registered under the Act or is supervised by a person who is registered. Previously, the Act stated that, subject to the regulations, such work could be done only by a registered contractor, his employee, or agent.

Another amendment authorized the Lieutenant-Governor in Council to make regulations providing for the registration of persons or classes of persons who inspect, install, repair, service or remove gas appliances or pipe lines.

In British Columbia, the section of the Industrial Transportation Act dealing with licensing of drivers on industrial roads was amended to distinguish between drivers of motor vehicles equipped with air brakes and persons who drive vehicles not so equipped. The amended Act states that, unless the regulations provide otherwise, no person may drive a vehicle equipped with air brakes on an industrial road unless he holds a valid certificate of competency as an operator of air-brake-equipped vehicles under this Act, or a temporary permit to operate air-brake-equipped vehicles issued by the Department of Commercial Transport. It further provides that, if the vehicle is one for which a licence as a public passenger vehicle is required under the Motor Carrier Act, the driver must hold a Class A chauffeur's licence under the Motor-vehicle Act.

A person who drives a vehicle not equipped with air brakes must hold a valid driver's licence under the Motor-vehicle Act or a certificate of competency as an operator of motor vehicles under this legislation or a temporary permit to operate motor vehicles issued by the Department of Commercial Transport.

The section of the Newfoundland Regulations of Mines Act requiring every operator to keep up-to-date plans showing the particulars specified and a record of every diamond boring was amended. A new provision makes it mandatory for an operator to furnish an inspector with a copy of the plans and register upon request. An operator who fails to comply with such a request is guilty of an offence and liable to a fine of up to \$200.



# Report of Royal Commission on Industrial Health in Ontario

Commission makes observations and recommendations with respect to seven Acts governing workers' safety, suggesting new legislation dealing with safety in construction and to set up system of licensing for builders and contractors

The Report of the Royal Commission on Industrial Safety in Ontario was released by the Minister of Labour, Hon. Charles Daley, on October 20. Mr. Daley stated that the Commission's recommendations would be studied thoroughly and steps taken immediately to implement such changes in the safety regulations as are indicated.

The Commission was established in April 1960, a few days after the verdict of the coroner's jury in the inquiry into the death of five men in a tunnel at Hogg's Hollow, in the Township of North York. In its verdict, the jury stated that the death of these workers was "the inevitable result of the failure to implement and enforce regulations made under the Department of Labour Act governing the protection of persons working in compressed air," and further stated that the regulations were in need of revision and improvement.

Judge P. J. McAndrew of the District Court of the District of Thunder Bay was the chairman of the Commission, and its other members were J. D. Bateman, a consulting geologist, and G. Russell Harvey, a trade unionist. The Commission was directed by its terms of reference to inquire into and report upon all statutes and regulations administered by the Department of Labour that govern the safety of workers, with a view to their improvement, simplification, clarification and modernization.

The Commission invited briefs from persons and organizations interested in the inquiry, and held public hearings in Toronto on 15 occasions from June to December 1960, and also in Port Arthur and Windsor. Many witnesses testified before the Commission, including government inspectors, union officials, construction engineers, medical doctors, and others. About 160 briefs and exhibits were received.

The report contains the Commission's observations and recommendations with respect to the seven Acts governing the safety of workers now administered by the Department of Labour. In addition to recommendations for new legislation to deal with safety in construction work, the Commission recommended the adoption of legislation setting up a system of provincial

licensing for builders, contractors and sub-contractors in the building construction industry.

The Commission recommended also that safety regulations should be adopted and enforced in the logging industry, where the accident frequency rate is the highest in the province, and where there is now no legislation for the protection of workers. It also recommended bringing into effect safety regulations for foundries, ionizing radiation, sawmill operations, and flour mills.

Other principal recommendations of the Commission were the establishment of an Ontario Safety Council, an advisory body, to co-ordinate accident prevention work with the enforcement of safety legislation and with the voluntary safety effort; the establishment of management-labour safety committees at the plant level; and amendments to the Workmen's Compensation Act to provide for the re-organization, under the direction of the Workmen's Compensation Board, of the accident prevention associations now functioning under that Act.

## Construction Safety Recommendations

The Commission found that the Building Trades Protection Act, passed in 1911 and designed to protect men constructing buildings of all types, is unenforced and almost unknown. The Department of Labour has considered that enforcement of the Act is solely the responsibility of the municipalities, a position with which the Commission disagreed.

It recommended the repeal of the present Act and the enactment of a new Construction Safety Act, applicable to all buildings except farm buildings or buildings being constructed by their owners in person. The Act should clearly state that the Department of Labour is responsible for ensuring its enforcement, with a system of municipal inspection under provincial supervision. The enforcement of the Act should be uniform throughout the province, and to ensure this, the Department of Labour should assist the municipalities in training their inspectors, and municipalities should be required to make an annual return to the Department on the names of inspectors, their inspection

activities, the number and causes of accidents, the number of work suspensions and the number, type and result of prosecutions.

As to safety standards, the Commission suggested that the Act should provide for the adoption with certain exclusions, possibly as regulations under the Act, of *Part 8, Construction Safety Measures* of the National Building Code of Canada, prepared by the National Research Council. Regulations dealing specifically with high structural steel buildings are now entirely lacking and should be made under the Act.

### Licensing of Contractors

In order to ensure the observance of safety regulations, the Commission recommended the adoption of legislation providing for the licensing of builders, contractors and subcontractors in the building and construction industry. It found clear evidence of the existence of an irresponsible segment of the industry, and considered that a system of licensing was the only way to control the activities of this element. The threat of loss of licence would be the most effective way of securing compliance with safety standards. The Province would be the licensing authority, and municipalities would issue building permits only to licence-holders.

The Commission also recommended the inclusion in all government construction contracts of a clause requiring the builder, contractor and subcontractor to comply with all safety legislation, regulations and directives of the Department of Labour.

### Existing Safety Legislation

The Department of Labour is responsible for the administration and enforcement of the following safety Acts: the Boilers and Pressure Vessels Act, the Department of Labour Act, the Elevators and Lifts Act, the Factory, Shop and Office Building Act, the Operating Engineers Act, and the Trench Excavators Protection Act. The report contains observations and recommendations on each of these Acts.

As a general observation the Commission emphasized that safety legislation, to attain its objective, must be enforced; this requires adequate inspection, which should include communication by inspectors with the working force and supervisors. Employees should be encouraged to bring unsafe conditions to the attention of the inspector, whose name, address and telephone number should be posted conspicuously at each plant or worksite.

When an employee or union representative makes a complaint, the inspector should consult with him immediately, inform all parties concerned of his conclusions and action required, and give them copies of any departmental directives. If the inspector so desires, a representative of labour and management should be allowed to accompany him on a tour of inspection.

In view of the recent large influx of employees not conversant with English, departmental brochures should be prepared in French, Italian and Ukrainian, as well as English, to describe the legislation and regulations relating to safety, and emphasize the necessity for compliance. They should state the essentials concerning safety practices and hazards peculiar to specific operations.

Further, the Commission recommended that all persons in responsible positions, such as foremen, lock tenders in compressed air work, and crane operators be required to speak, read and write English or French.

### Boilers and Pressure Vessels Act

The purpose of the Boilers and Pressure Vessels Act is to protect workmen and the public from explosions of boilers and pressure vessels. The Boiler Inspection Branch inspects all sizeable boilers annually, approves the design of new boilers, performs inspections during manufacture, and inspects certain types of boilers and pressure vessels on installation.

The Commission made the following main recommendations in connection with this Act.

The Department of Labour should ensure that there are enough inspectors to inspect every boiler, pressure vessel and plant at least once each year. A large proportion of inspection is the responsibility of inspectors appointed by insurance companies. The Commission did not take exception to this system, but recommended that the Department should have more control over insurance company inspectors, and to achieve this, the legislation should be amended to make the inspectors of insurance companies inspectors within the meaning of the Act, enabling the Minister of Labour to suspend or cancel their certificates of competency for unsatisfactory work.

An inspector, including an insurance company inspector, should be responsible for submitting his inspection report to the chief inspector within 21 days, not within 30 days as the insurer must now do.



The power to require attendance of persons and to examine them under oath should be restricted to the chief inspector.

Exemption from the Act of boilers in residential buildings should be based on the size of the boiler, not the number of families.

The Commission noted the provision in the Act that "no person shall be appointed to act as an inspector who has any direct or indirect interest in the manufacture, sale or installation of boilers, pressure vessels or plants," and recommended that a similar provision should be made applicable to all inspectors making inspections under any Act administered by the Department.

There should no longer be mention of a minimum penalty of \$25 for an offence under the Act or regulations, and the maximum penalty should be increased from \$500 to \$1,000.

### **Department of Labour Act**

The Department of Labour Act deals with the structure of the Department, the powers of the Minister and Deputy Minister, and the duties of the Department and the Industry and Labour Board. It provides for regulations to protect workers employed in compressed air, the construction of tunnels and open caisson work, the construction of coffer dams and crib work, and workers who may be affected by radiation used in industry or commerce. It also empowers any Department of Labour inspector to order the cessation of any work or operation that he considers unsafe, a power that the Commission states should be used to rigidly enforce safety requirements.

Other hazardous work areas not now regulated might well be regulated under this legislation if it were suitably amended, in the Commission's view. Pointing out that 90 per cent of electrocutions resulting from crane accidents could be prevented, it recommended that the Department prepare suitable regulations for the safe operation of cranes. Regulations for the logging industry might also be adopted under this Act.

The maximum penalty for an offence against the Act or regulations should be increased from \$500 to \$1,000.

### *Work in Compressed Air Regulations*

The Commission gave special attention to the regulations respecting the protection of persons working in compressed air, emphasizing that the inadequacy of the present regulations was borne out by the Hogg's Hollow and Coxwell tunnel disasters.

The report contains extensive recommendations to improve the existing safety standards, based on the findings of the jury at the Hogg's Hollow inquest, evidence from the medical director of the subway project and another doctor who had treated many employees suffering from caisson disease, the suggestions of the Department of Labour, and a study of the laws in other jurisdictions.

The Commission explained the particular hazard of work in compressed air in these terms:

High air pressure is necessary in the construction of many tunnels, and this high pressure causes the nitrogen present in air to be soluble in liquids, therefore it enters the blood of persons working under pressure. Persons working in compressed air on decompression may be subject to the bends, which are caused by the release of nitrogen bubbles in the blood stream, and which interfere with blood circulation. In recent years it has been learned that many persons who have had the bends have subsequently developed a bone disease due to loss of circulation in those parts of the body, particularly joints, where the larger arteries feed smaller blood vessels. In such parts of the body the blocking of the smaller arteries by nitrogen bubbles results in a loss of circulation and a condition known as "bone death". This bone death may affect only a small portion of the bone. About one-third of persons who suffer from bone death will be seriously incapacitated. While bone disease has only recently been diagnosed, other symptoms of caisson disease are shock, unconsciousness, difficulty in breathing, pain in the joints, paralysis, staggering, blindness, itchiness in the skin, extreme muscular pain, abdominal contraction, and poor circulation in the extremities.

After an employee has worked his shift in a tunnel where there is compressed air, he must undergo the process of decompression. If this is not done, or if it is done too quickly, the employee may develop caisson disease. After hearing experts, the Commission recommended changes in the maximum rate of decompression prescribed in the regulations. It also recommended the adoption of Section 430 of the labour code of New York State dealing with length of shift and rest intervals. In support of these recommendations, the Commission stated:

At the Coxwell tunnel job, during one of the early months, 25 per cent of the employees developed the bends, a symptom of caisson disease. At the current subway project in Toronto the recommendations above in connection with rates of decompression and lengths of shifts are now in force. After the first 20,000 decompressions there had only been five cases of the bends. This startling contrast clearly indicates the need for amendments to the existing compressed air regulations.

The regulations now require that no person shall be permitted to work in compressed air without a previous medical examination. They should be amended to state that the doctor in charge of a project

must instruct every man, before he begins work, concerning precautions to be taken in connection with compressed air work. The Department of Labour should bring the results of research into caisson disease to the attention of project doctors. Compressed air workers should be required to wear an identification disc, which would be recognized by police and fire departments, so that they may assist in rushing a man to the nearest decompression chamber if he is stricken with the bends. Symptoms of caisson disease may resemble those of intoxication. A central decompression chamber should be set up in a hospital in Toronto, and elsewhere when necessary.

In order that each and every employee may be aware of the necessary safety precautions, the more important sections of the regulations should be posted at construction sites and all foremen in charge of tunnelling operations involving work in compressed air should be required to instruct all employees regarding the hazards. Violators of safety rules should be disciplined and the job should be stopped if a contractor is in breach of safety regulations.

The Commission recommended that relevant sections of the Ontario mine safety rules contained in the Mining Act (R.S.O. 1960, Chapter 241) should be incorporated into the compressed air regulations. Mine safety rules are Sections 173 to 604. Among the sections that might be considered relevant are those dealing with the duties of mine officials and other persons whose work especially involves the safety of employees, fire protection, aid to the injured, control of water, ventilation, testing for gas, use of internal combustion engines, sanitation, care and use of explosives, signals, air receivers and air compressors, and the use of electrical equipment.

With regard to inspection, the Commission recommended that the Department of Labour should provide and enforce inspection adequate to ensure the safety of sub-surface workers. Additions to the tunnel inspection staff should be qualified engineers. Further, the Department of Labour should be notified of any changes in design of tunnels during construction, and the approval in writing of an inspector should be obtained before construction of an underground dam or bulkhead. Accidents or other incidents affecting the health and safety of workers should be reported by the employer to the Department of Labour.

Another recommendation would require control of manlocks by qualified lock tenders, and minimum standards of quali-

cation for lock tenders, compressor operators and others assigned to responsible tasks.

A number of recommendations regarding fire prevention and fire protection were adopted by the Commission, also several proposals with respect to procedures in emergencies. There should be an emergency signal or alarm on the surface, and a telephone connecting the tunnel operations with the surface. First aid supplies should conform with the Workmen's Compensation Regulations and a wire basket stretcher or equivalent device should be provided. Local firemen and policemen should be kept informed of large scale tunnelling projects. Further, the Commission recommended that sub-surface rescue training organizations should be established under the authority of the Department of Labour in metropolitan centres where they are required.

With respect to work in open caissons, dealt with in the second part of the regulations, the Commission recommended provision of life jackets and safety belts and a boat where work is done in or over deep water. The records show that most deaths in this work have been from drowning.

### Elevators and Lifts Act

The Elevators and Lifts Act is designed to protect persons who use elevators, escalators, ski tows and manlifts.

The Report stated that there were too many accidents in the area covered by this Act. This was particularly true of escalator accidents, especially in Toronto subways. In order to reduce the number of escalator accidents, the Commission recommended public education, improved design of hand-rails and regulation of speed.

The Commission considered that elevator inspection should be improved. The current practice is to subject safety devices to a running test by the contractor at the time of installation, and not again unless the inspector thinks they may be defective or inadequate.

The Commission recommended that all arresting devices on elevators be tested regularly in accordance with the C.S.A. Code, B44, 1960, *Safety Code for Elevators, Dumbwaiters and Escalators*, which provides for annual inspection, including the running test. These tests should be made in the presence of an inspector.

The Commission, referring to two elevator accidents that occurred in 1959-60 owing to the failure of insurance company inspectors to notice cable corrosion, stated that an inspector who is negligent should be prohibited from doing further inspections for



the Department of Labour. It took the view that insurance company inspectors, as in the case of those inspecting boilers, should be made inspectors within the meaning of the Act. Moreover, the Department should have a formula setting out all features of elevators and escalators which must be inspected. An insurance company inspector should send his inspection report to the Department within 21 days after the inspection, not within 30 days as the insurer is now required to do.

If an elevator accident results from failure of the equipment, the insurance company inspector who last inspected it should not be allowed to make further inspections until the cause of the accident is determined. The Commission recommended also that the chief inspector should make spot checks of elevators inspected by either departmental or insurance company inspectors.

The Act now directs inspectors to apply the C.S.A. *Safety Code for Passenger and Freight Elevators* as revised in 1951. The Commission recommended the adoption of the second edition of this Code, C.S.A. B44, 1960, to govern all new installations. The 1960 edition covers automatic elevators, which constitute 95 per cent of new installations.

The investigation revealed that 99 per cent of all elevator accidents that occurred in the cars themselves involved cars with no gates. The Commission, therefore, recommended the amendment of the Act and regulations to require the installation of gates on all elevators.

The Commission would limit to the chief inspector the power to require, for the purpose of an inspection or investigation, the attendance of any person for examination under oath. This authority can now be exercised by all departmental and insurance company inspectors.

With respect to penalties, the Commission pointed out that certain violations of the Act could be very serious, and recommended that the maximum penalty should be increased from \$500 to \$1,000.

The Commission suggested that the proposed Ontario Safety Council study such matters as the speed of elevators, the use of circuit-breakers, and the size and shape of handrails on escalators. The Council should also carry out research on technical problems concerning the construction and maintenance of elevators and escalators.

## Factory, Shop and Office Building Act

The Factory, Shop and Office Building Act is designed primarily to ensure satisfactory standards of safety and health for workers employed in factories, shops and office buildings.

It deals also with the sale of bakery products; sanitary conditions, hours of work and other matters relating to bake-shops; hours and conditions of work for young people and women; and, in Part II, "Municipal By-laws as to Closing of Shops". The Commission recommended the transfer of sections of the Act concerned with these matters to other Acts.

The Commission thought the work done in factory inspection was commendable, but it made a number of proposals for its extension and improvement. One of these would require the inspection of each factory at least once a year.

The Commission considered that provisions requiring the approval of factory, shop and office building plans by departmental inspectors have been effective in reducing unsafe structural conditions. It recommended that the Act be amended to require approval of plans for arenas, auditoria, theatres, race tracks and public buildings; it would also require periodical inspection of all buildings of this kind.

In 1955 the Department of Labour prepared draft regulations for use in foundries. The Commission recommended that these regulations, in practicable form, be implemented.

The Act now provides for various penalties for offences. The Commission considered that there should be only a general penalty for infractions of the Act or regulations, in order to simplify enforcement. There should be no minimum penalty specified, and the maximum penalty should be raised to \$1,000.

Explosive dusts, gases and volatile liquids in industrial plants are a threat to the safety and health of workers; the Commission, therefore, recommended that the regulations be expanded to provide for their exhaustion and venting.

The Commission recommended that provisions relating to the separate storage of coal oil, petroleum, benzene, naphtha, gasoline, or any explosive, combustible or flammable material be amended to provide also for their safe handling.

The Commission would also require regulations providing for the use of gas masks by employees engaged on work where there are dangerous fumes and noxious gases.

The Act now requires a temperature of not less than 68 degrees Fahrenheit in factories and shops, unless authorized by an inspector. Working conditions in maximum temperatures should also be regulated.

The Act should be amended to provide that no female person should be required to lift a weight exceeding a specified maximum. There should also be provisions relating to the attendance of doctors and nurses at factories and shops.

#### *Grain Elevator Regulations*

Under the Factory, Shop and Office Building Act, grain elevator regulations were made to prevent the violent explosions that can be caused in grain elevators by an excessive accumulation of fine particles of dust in suspension.

The Commission received advice from a number of sources in connection with dust from refuse screenings, a by-product produced from the cleaning of all grains, including beards from the ends of some forms of grain, bran sheaths, straw and some poor grain. Its recommendation was that the Department, after consultation with management and labour, should establish a reasonable maximum for the amount of refuse screenings that may be stored in a grain elevator or any bin at any one time. Research into the problem of handling and storage of refuse screenings should continue, as well as general research into dust control and the causes of grain elevator explosions.

The Commission advocated fire drills twice a year in grain elevators, training of employees in the use of fire fighting equipment, and the installation of fire alarms in all grain elevators.

The Commission pointed out that certain regulations dealing with motors, backstops for elevator legs, individual electric motor drives, the clearance of machines above the floor, and the clearance of rollers supporting conveyor belts above the floor do not now apply to grain elevators erected before July 8, 1946. The Commission recommended that they be made to apply to all elevators.

Certain regulations dealing with ventilation, elevator machinery, sweeping, bin lights, lights used by watchmen, isolation of radiators and steam pipes from combustible material, locomotives, insect control, smoking, open flames, oils, static electricity, fire protection, and watchmen do not apply to an owner who is an employer. The Commission recommended that these regulations should apply to the operator of the elevator whether he is the owner or not, and that he should be held responsible for infractions of the regulations.

Other recommendations made by the Commission would require:

—Installation of stair-type fire escapes on the outside of all elevators, providing easy access to the ground;

—Placing of a heavy wire screen around and over the opening at the top of bins under conveyor belts when men are working below in the bin, in order to protect them from falling objects;

—Installation of adequate dust control equipment in all elevators by December 31, 1962;

—The elimination of a minimum penalty for an infraction of these regulations, and an increase in the maximum penalty from \$50 to \$1,000;

—Inspection of each elevator at least once every three months by an inspector of the Department of Labour.

#### **Operating Engineers Act**

The Operating Engineers Act is concerned primarily with the protection of persons from the dangers resulting from the operation of steam boilers, compressors, refrigerators, air conditioning units, and hoisting plants. Accordingly, it requires that certain grades of certificated operating engineers operate plants of specified capacities.

The Commission considered that the Act has not kept pace with advancing technology and needs to be modernized. Since the Commission was not technically equipped to perform this function, it recommended the establishment of a Board of Review for the purpose.

This Board would consist of representatives of industry, labour, a mechanical and electrical engineer from the engineering faculties of Ontario universities, and an independent chairman to be selected by the members of the Board.

Responsibility for enforcement of the modernized Act should be the duty of a chief inspector independent of the Board of Examiners, and responsible to the Director of Technical Services. The maximum penalty to be imposed under the Act should be increased from \$100 to \$1,000, with no minimum penalty specified.

The Commission also recommended the provision of a course of study to meet present and future needs for operators.

#### **Trench Excavators Protection Act**

The Commission regarded the Trench Excavators Protection Act, designed to protect persons working in trenches from cave-ins and other dangers, as excellent legislation that is properly administered. It advocated a number of improvements, however.



One of these proposals would introduce a system of annual returns by the municipalities to the Department to aid in enforcement. These reports would provide information as to the name of the inspector; the number of inspections; the number of cave-ins and reasons for them; the number of accidents injuring persons; and the number of prosecutions.

The Commission would raise the penalty for contravention of an inspector's order from \$100 to \$200 and eliminate the minimum penalty. Penalties for other violations would be raised from \$500 to \$1,000.

The Act should clearly state that the Department of Labour is responsible for its administration, enforcement, review and amendment. It should be clarified to ensure its application to the excavation and trenching operations of municipal commissions and departments. Inspection by Department of Labour inspectors might be necessary in these cases.

In order to ensure that municipal inspectors appointed under this Act are competent for their duties, the Commission recommended that an amendment to this effect be made to the Act. The Act should also state that where an inspector finds a violation of the Act or regulations he must issue an order requiring compliance, and also report the violation immediately. An inspector should be notified at least 24 hours before work is begun on a trench and, if work is suspended for a week or more, he should be notified again before work is resumed.

The Commission made a number of recommendations with respect to the safety rules in the Act and regulations. It suggested that the Department of Labour study the advisability of using metal boxes for shoring trenches and that the regulations should be amended to cover the proper use of puncheons for providing lateral support for trench walls.

The Act now exempts from shoring requirements a trench where the sides are at least at an angle of 45 degrees. The Commission considered that this is too steep and that the Act should be amended to vary requirements for different types of soil.

Since the removal of shoring before a trench has been backfilled has resulted in numerous accidents, the Commission recommended that the Act be amended to require that shoring should not be completely removed until sufficient back fill is placed in the trench, unless an inspector orders otherwise.

The use of a backhoe for lowering pipe into trenches should be prohibited, except

short lengths not exceeding six inches in diameter; a crane should be used for larger pipe. The rules should also forbid any person to stand inside or ride upon pipe being lowered into a trench, or to stand under or adjacent to such pipe. Moreover, machinery should not be so used that it might cause the collapse of a trench.

The Act now requires that trenches in or adjacent to a public or private way should be provided with guards, barricades and illumination; the Commission recommended extending this provision to all trenches on public property, except in remote areas.

In trenches exceeding six feet in depth, the rules should require that safety boots be worn, and that no person should be allowed to work alone.

With respect to first aid, the Commission would require that a wire basket or similar equipment for stretcher purposes should be available at all excavations eight feet or more in depth.

### Safety Education

The Commission emphasized that legislation and enforcement can reduce the risk from dangerous working conditions, but safety education is also required to give workers a proper understanding of safety measures and to induce their compliance.

"In other words, self-correction and self-policing is the only effective path to safe living and safe working, and bringing this about requires the combined and co-operative efforts of labour and management in safety training and education," the Report said.

The Commission noted that the safety education programs of the accident prevention associations established under the Workmen's Compensation Act, embracing lectures, moving pictures, discussion groups and literature, are commendable. Their success, however, is limited by a lack of co-operation from some employers and a lack of effective means of enforcing compliance, failure to reach beyond the foreman level to the man on the job, and failure to get the full support of labour.

These problems, in the Commission's view, could be largely overcome by the combined efforts of safety associations and plant safety committees in bringing home to employers and employees the hazards of their industry and the necessity to adopt and comply with appropriate safety measures. Consideration should also be given to introducing safety education in technical schools.

## Plant Safety Committees

Believing that joint labour-management safety committees at plant level are essential if an accident prevention program is to be fully effective, the Commission recommended that the Workmen's Compensation Act be amended to provide for the compulsory establishment of these committees by management, on its own initiative or when requested by a majority of the employees, in every operation employing 20 or more persons. Committees would have not more than twelve nor less than four members.

The general duties of the committees would be to discover and adopt the best methods of accident prevention. They would be required to hold meetings at least monthly to consider current accidents, reports of investigations and inspections, other safety promotional matters, and to make recommendations. They would conduct plant inspections at least monthly; investigate all serious accidents, unsafe conditions and dangerous practices; keep minutes of meetings and records of complaints, investigations and recommendations, and send copies of them to the Workmen's Compensation Board and the Minister of Labour; and co-operate with the appropriate accident prevention association. These proposals follow the recommendations made by Mr. Justice Roach in his report on an inquiry into the Workmen's Compensation Act in 1950 (L.G. 1951, p. 322).

## Accident Prevention Associations

The Workmen's Compensation Act provides for the formation of employers' accident prevention associations, eight of which are now functioning, namely:

- Construction Safety Associations of Ontario;
- Electrical Utilities Safety Association;
- Industrial Accident Prevention Associations;
- Lumbermen's Safety Association;
- Mines Accident Prevention Association of Ontario;
- Ontario Highway Construction Safety Association;
- Ontario Pulp and Paper Makers Safety Association;
- Transportation Safety Association of Ontario.

Summing up its conclusions about the work of these committees, the Commission said:

There is no question that the safety educational work of the associations is good as far as it goes. The machinery is available under the Act to extend safety training through all echelons of labour, and, possibly, to make and enforce safety rules. Each class of industry, through its association, is at the present time in a position to police but not penalize the irresponsible employer elements within the class; and the Board has the power of persuasion by levying additional assessments on employers who flagrantly violate safety regulations. None of these provisions is being effectively utilized. Ideally, the associations are in a position to encourage the formation of management-employee safety committees, which is preferable to compulsion by legislation; but there is no evidence that they have done so . . .

From these considerations it appears that the accident prevention associations are not functioning in the manner contemplated by the Act, and, at present, the associations are isolated islands of autonomy having no responsibility to report to or even advise the Board.

In order to co-ordinate the work of the associations and thereby attain better results from safety education and training, the Commission recommended that the accident prevention associations be placed under the direction and jurisdiction of the Workmen's Compensation Board and that an Executive Administrative Committee appointed by and responsible to the Board, with a full-time representative of labour, co-ordinate and supervise the activities of these associations.

## Ontario Safety Council

Since there is now no central authority for the co-ordination of safety policy, the Commission recommended the establishment of an Ontario Safety Council, consisting of seven members, representing industry, labour, medicine, engineering and other professions associated with industry.

The Council would be advisory, with its authority restricted to inquiry and recommendations. It would help to co-ordinate the work of the accident prevention associations with voluntary safety programs, and to integrate accident prevention work with the administration of safety legislation.

Another important function would be to ensure the continuous review and modernization of safety and health legislation.

A report of all inquiries into industrial accidents would be sent to the Council. Recommendations of the Council would be made to the appropriate Minister, and its annual report would be tabled in the Legislature.



# Provincial Labour Federations' Conventions

Federations of Labour in British Columbia, Alberta, Manitoba, Saskatchewan, Nova Scotia, New Brunswick and Newfoundland hold their annual conventions

At their 1961 conventions, six provincial federations of labour re-elected their presidents for another term. The Manitoba Federation of Labour, which decided to appoint a full-time executive secretary, and chose their president of the past five years to fill the new position, was the only federation of the seven whose conventions are reported here to elect a new chief officer for 1961-62.

Three of the seven federations approved an increase in per capita tax, three expressed concern over the interference in hospital workers' collective bargaining by provincial hospital commissions, and two

resolved to seek a moratorium on National Housing Act mortgages when the borrower is unemployed.

The Manitoba Federation of Labour called for establishment by the Canadian Labour Congress of a court to rule on jurisdictional disputes, and the Newfoundland provincial federation suggested an amendment to the CLC constitution to give the Congress wider powers for settling such disputes.

The federations whose annual conventions are reported here are those of British Columbia, Alberta, Manitoba, Saskatchewan, Nova Scotia, New Brunswick and Newfoundland.

## British Columbia Federation of Labour

A united front in 1962 wage negotiations to avoid repeating what it called a failure to make gains in 1961 because of a lack of co-ordination was decided on by the British Columbia Federation of Labour at its 6th annual convention, which took place in Vancouver on October 23 to 26.

The "unity" resolution read:

"That the B.C. Federation of Labour will call a conference of affiliated unions at the earliest possible date, and invite all such affiliated unions in the province that will be in negotiations in 1962; and that the purpose of the conference will be to assure the maximum possible co-ordination in the pursuit of contract objectives."

The move precipitated a demand from the convention floor for the inclusion in the proposed conference of those unions that are not affiliated with the Federation. These include: the United Fishermen and Allied Workers, the Mine, Mill and Smelter Workers, and the Vancouver Civic Employees Union (outside workers), all of which have been expelled from the CLC because they were led by Communists; the International Brotherhood of Teamsters, which was expelled for "raiding"; and the B.C. Government Employees' Association, which withdrew from the Federation after the Government abolished the check-off of the Association's dues (L.G., Nov. 1960, p. 1113).

The attempt to get these unions included was, however, voted down by the majority of the 350 delegates.

Federation Secretary E. P. O'Neal said that the unaffiliated unions debarred by the resolution would always be allowed to par-

ticipate as visitors, but that Federation policy would be framed only by affiliated unions.

Almost an entire day of the four-day convention was devoted to the discussion of employment problems. The delegates approved a 12-point plan designed to increase employment that called for, among other things, a shorter work week, increased public spending on hospital and school projects, and the regulation of immigration.

The setting up of industries to use Canadian raw materials, to replace their export for processing in foreign countries and their subsequent import as finished products, was urged by delegates as another means of stimulating employment.

The Federation called for an immediate start on the Columbia River hydro-electric development by the B.C. Power Commission, and it recorded its opposition to the export of power.

The delegates also urged the Federation to work with the B.C. Federation of Unemployed in arranging mass lobbying at the opening of the next session of the provincial Legislature, and in the presentation of the group's annual brief to the Cabinet.

After lengthy debate, the delegates defeated a resolution that would have prevented affiliated unions from making exchanges with Iron Curtain countries and Cuba by allowing visits only to countries "which recognize a free trade union movement." Both the Oil, Chemical and Atomic Workers' International Union and the International Brotherhood of Pulp, Sulphite and

Paper Mill Workers had recently sent members to Cuba to view conditions there since the revolution.

In other resolutions, the delegates voted to:

—Reiterate their demand of last year that education be provided free up to, and including university, for students with the necessary ability.

—Urge provision of government grants, loans and scholarships for displaced workers who can qualify for vocational training.

—Ask the provincial Government to guarantee job seniority for workers injured in an accident while at work.

—Petition the provincial Government for early establishment of a provincial forestry advisory committee to deal with the problem of fighting forest fires and with reforestation programs.

—Press for federal old age pensions of at least \$75 a month at age 65 without a means test, and a national portable pension scheme.

—Demand more rigorous inspection of industrial plants for hazards due to noise, heat, dust and humidity.

The delegates passed a resolution that urged affiliates to expand the reciprocal agreements between various unions so that individual members are not faced with numerous initiation fees each time they join a new project. Interior and Northern delegates complained that union organization suffered through "balkanization" of the province.

Withdrawal of all military forces from Germany and a ban on nuclear action by the federal Government toward an immediate conference for a peace treaty for East and West Germany. The convention asked for a guarantee of the freedom of West Berlin and of Western access to it; for immediate and total withdrawal of all Soviet forces in East Germany, and of all British, American and French forces from West Germany; and for a demilitarized and neutralized zone in central Europe as a means of removing international tensions.

The federal Government was also asked to declare Canada's stand against nuclear arms.

The delegates approved a resolution directing that a telegram be sent to the trade union movement in Russia asking them to "demand of their government leaders an immediate cessation of nuclear testing."

The report of the international affairs committee condemned the racial discrimination policies of the South African Government.

The delegates approved the recommendation of a committee that the incoming executive should study the possibility of establishing a weekly workers' newspaper as one step for more effective presentation of labour's story to the public. William Black, business manager of the Hospital Employees Union, suggested that another step would be for labour to seek representation on such public bodies as municipal councils, and school and hospital boards.

A resolution approving the setting up of a strike benefit plan that would cover about 94,000 organized workers in the province was, because of lack of time, referred to the incoming executive. The plan would set up an Organized Workers' Mutual Aid Fund that would pay every striker \$100 a month out of money raised by assessments on unions affiliated with the Federation.

Under the plan, non-striking unions would be assessed up to \$1 per member per month. Benefits would begin 15 days after a legal strike began, and end 15 days after it was settled. The scheme would not build up a strike fund, but would treat each strike separately and would impose assessments on the other unions only when the striking union applied for aid. Participation in the plan would be voluntary on the part of the unions.

### Elections

A strong anti-Communist group won election to 15 executive posts in the Federation.

Bob Smeale, Victoria, Secretary of the Canadian Airline Flight Attendants' Association, was re-elected President by acclamation for a third term. Pat O'Neal was re-elected Secretary-Treasurer, also without opposition.

Three of the four incumbent vice-presidents were re-elected. Joe Morris, last year's First Vice-President, did not run because of ill health. To succeed him the convention elected Jack Moore, First Vice-President of the B.C. District Council of the IAW. Second Vice-President Russ St. Eloi, Third Vice-President Mel Kemmis, and Fourth Vice-President Ray Haynes were re-elected.



## Alberta Federation of Labour

Resolutions demanding a 30-hour work week, a minimum wage of \$1.25 an hour, and a \$500 fine for employers who fail to pay time-and-a-half overtime were among those passed by the Alberta Federation of Labour at its 6th annual convention, held in Edmonton October 18 to 20. It was attended by about 250 delegates.

Other resolutions adopted from among the 115 put before the convention called for:

—Provincial legislation guaranteeing nine statutory holidays with pay for all employees, including those paid on an hourly basis, and double pay for those required to work on such days.

—The old age pension to be made payable at age 60 years for men and at age 55 years for women, and the amount to be increased to at least \$75 a month.

—Discouragement by both federal and provincial Governments of practices of employers that discriminate against the hiring of employees on the grounds of age.

—A campaign to denounce the CPR and its subsidiary companies in connection with

the strike at the Royal York Hotel in Toronto.

—The right to union representation for all employees except those with the power to “hire and fire.”

—Opposition to “moonlighting,” and to discrimination in employment and accommodation.

In connection with the resolution regarding the CPR, several of the delegates urged a boycott of all the Company's services in Alberta, including hotels, airlines, money order and rail services.

### Elections

Jack Hampson, Calgary, was re-elected President of the Federation for the coming year, and Frank Bodie, also of Calgary, was re-elected Secretary-Treasurer.

Other officers elected were: Roy Jamha, Edmonton, First Vice-President; Pat Lenihan, Calgary, Second Vice-President; Reg Slatter, Edmonton, Third Vice-President. Newly elected area Vice-Presidents were: Henry Tomarchuk, Northern District; Douglas Murdock, Central District; and Stanley Legg, Southern District.

## Manitoba Federation of Labour

Establishment by the Canadian Labour Congress of a court to rule on jurisdictional disputes was recommended by the Manitoba Federation of Labour at its seventh annual convention, held in Winnipeg on October 6 to 8. The 220 delegates also voted approval of the present CLC code of organizing practices.

The convention gave approval to an increase in per capita tax, and decided to make the secretary-treasurer's position a full-time one. To fill it, delegates elected their president of the past five years, Joseph “Jimmy” James.

The proposed court for jurisdictional disputes would be formed of national and provincial labour panels that would deal with “inter-union action.” The panels would investigate promptly and would make recommendations to the Congress and to the local unions concerned.

The convention declared that the CLC had been “outstandingly successful” in bringing about a high degree of harmony in dealing with disputes, but that a court would strengthen the hand of CLC officers in resolving questions of jurisdiction.

In another resolution, the delegates urged the provincial and federal governments to assume joint responsibility for the cost of

public schools, to work out a uniform curriculum for all Canada and to establish higher educational and technical training facilities north of the 53rd parallel.

They also recommended that young people should continue to be covered by their parents' medical insurance as long as they were studying and had no means of livelihood of their own. At present coverage ceases on completion of the nineteenth year.

A resolution urging the Manitoba Government to raise the minimum wage in the province to a uniform \$1.25 was passed unanimously. The minimum rates were recently raised from 60 cents an hour to 66 cents in urban districts and from 54 to 61 cents in rural districts; the delegates described these rates as a “disgrace.”

President James accused the provincial Government of making its industrial decentralization policy a device for keeping wages low. He said that encouraging industry to move to rural areas gave business a chance to pay lower rates.

The delegates passed a resolution calling for a 40-hour work week across Canada, with two shifts on large projects. Shorter hours should mean no reduction in take-home pay, they said.

The convention urged the provincial Labour Relations Board to change voting procedures so that in certification votes the support of a majority of those voting, instead of a majority of those entitled to vote, would be sufficient for certification.

In another resolution, the delegates unanimously urged all member nations of the United Nations to "apply economic sanctions against the Union of South Africa." A second resolution urged Manitoba to discontinue the sale of South African wines and brandies.

The convention passed 19 recommendations to the Government regarding improvements to the Workmen's Compensation Act. It also approved resolutions concerning portable pensions, and the formation of co-operatives in the province's fishing industry. It recommended licensing changes under the Highway Traffic Act, that Indians should be "integrated" and given more educational help, that all contractors should be licensed to ensure their competence and reliability, and that the provincial Government should be urged to ensure that true interest rates are shown in all loans and in all carrying charges by merchants.

At the beginning of the convention, the delegates had to decide whether to continue their meetings at the Royal Alexandra Hotel, a Canadian Pacific Railway hotel. Some union groups wanted to boycott the hotel to back up striking employees at the CPR's Royal York Hotel in Toronto. The Federation's executive recommended against proposals to remove to another site.

The delegates overwhelmingly voted to remain at the Royal Alexandra, but decided to cancel a banquet that had been arranged at the hotel and to turn over the money saved to the Royal York strikers.

Some members of the International Union of Mine, Mill and Smelter Workers, including Vice-President William Kennedy, were denounced by Peter McSheffrey, Federation Secretary-Treasurer, for abusing their visitors' privileges at the convention by distributing printed matter to the delegates containing what Mr. McSheffrey called "a dirty and scurrilous attack on our National President, Claude Jodoin." (The Mine-Mill Union has been expelled from the CLC and was not entitled to send delegates to the convention.)

The printed letter that had been circulated implied that Mr. Jodoin was behind the "raiding" of the Mine-Mill's Sudbury district locals by the United Steelworkers. The convention by a standing vote went on record as condemning the attack on Mr. Jodoin, only half a dozen delegates rising in favour of the Mine-Mill's printed matter.

Speakers at the convention included: Hon. J. B. Carroll, Minister of Labour for Manitoba; Rudy Usick, President of the Manitoba Farmers' Union; Most Rev. G. B. Flahiff, Roman Catholic Archbishop of Winnipeg; Grant McLeod, President of the Winnipeg Labour Council; and Cliff Scotton, Editor of *Canadian Labour*, who represented CLC President Claude Jodoin.

### Elections

The convention voted to employ a full-time secretary-treasurer. Joseph "Jimmy" James, international representative of the Amalgamated Clothing Workers, stepped down from the presidency, which he has held for the past five years, to accept nomination as the organization's first full-time secretary-treasurer. He was elected without opposition.

Among the delegates there was a strong movement in favour of retaining the position of secretary-treasurer as a part-time, honorary office. But the incumbent, Peter McSheffrey, a member of the Flin Flon Labour Council who has been conducting the business of the Federation from Flin Flon, said he favoured expansion of the organization's activities, and with the establishment of a Winnipeg office and a paid post, he would have had to move to Winnipeg. But he had already announced that he could not leave Flin Flon.

When Mr. McSheffrey announced his intention of resigning he was given a three-minute standing ovation.

A. A. "Bud" Franklin was elected President in succession to Mr. James by 115 votes to 88, in a contest with Sam Goodman, the Federation's Second Vice-President. Donovan Swailes was elected First Vice-President.

The five area vice-presidents elected were: Les Butterworth, Winnipeg; Henry Schellenberg, Flin Flon; James Nichols, Brandon; A. C. Ross, Pine Falls; and Mike Sedik, Selkirk. All except Messrs. Butterworth and Ross were former incumbents.



# Saskatchewan Federation of Labour

A provincial medical care plan responsive to the people was called for in a resolution unanimously approved by a standing vote of the 175 delegates who attended the sixth annual convention of the Saskatchewan Federation of Labour, held in Saskatoon on September 28 to 30.

The convention also unanimously supported the minority report of Walter Smishke, Federation Executive Secretary, their representative on the province's advisory planning committee on medical care (Thompson Committee), in which he had opposed four recommendations in the majority report: the establishment of an independent commission to administer the provincial medical care plan, the levying of deterrent fees, payment of doctors on a fee-for-service basis, and direct personal premiums.

Delegates said the majority recommendation of the Committee would establish a committee dominated by doctors, which would be responsible to no one; that fee-for-service payments would lead to quantity of medical care rather than quality; and that deterrent fees and personal premiums would keep some who needed help from getting it.

The Executive Council recommended that unions should demand that employers pay any premium required under the provincial Government's proposed compulsory medical care scheme. Where employers now paid premiums for medical services, on behalf of employees, any savings as a result of a government plan should be passed on to the employees in the form of higher wages or increased benefits, the Council said.

The delegates agreed that the hospital rates board should take part in collective bargaining, along with the hospitals and their trade union employees, if it insisted on a policy that interfered with the basic rights of the workers in this respect. The Executive Council said that the board early this year had directed hospitals to keep their budgets within such bounds that increased payments by the Saskatchewan Hospital Services Plan would not exceed 3 per cent of the budgets approved for the various hospitals in 1960. This directive was said to have been made an excuse by the hospitals for a wage freeze on their employees and to have nullified free collective bargaining.

In the two final sessions of the convention the Federation disposed of 116 resolutions. Resolutions adopted asked the provincial Government to:

—Make a critical review of the Apprenticeship and Tradesmen's Qualification Act.

—Enact legislation to provide free textbooks for all students, and to standardize textbooks with the object of eliminating unnecessary expense.

—Include a comprehensive study of the trade union movement in the curriculum of all public and high schools.

—Require all teaching hospitals to open their nursing classes to male as well as female students.

—Assist in building additional technical schools where necessary, in co-operation with local school boards.

—Persuade municipalities to participate in the construction of low cost housing, and assume the municipal costs if the municipalities refused to co-operate.

—Allow no imports of beer into the province until the demand exceeds the output of Saskatchewan breweries.

—Bring rural telephone lines under public ownership through Saskatchewan Government Telephones.

—Exempt from the 3-per-cent sales tax all educational supplies, children's clothing and footwear.

In the federal jurisdiction, the convention asked the Canadian Labour Congress to seek a comprehensive program of social security; requested a distribution of surplus food and clothing to needy families; sought universal unemployment insurance, with benefits increased to two thirds of previous earnings, with benefits allowed during illness, and with full benefits paid from public funds for the unemployed who could not qualify or who had exhausted benefits; and asked that old age pensions be raised to \$85 a month payable at 65 years of age.

The convention requested that income tax exemptions be raised to \$2,000 for single persons, \$4,000 for married couples, with \$500 for each child, and \$1,000 for each child attending technical or high school, or who was handicapped or retarded.

The delegates approved resolutions asking for legislation to guarantee workers the necessary leave of absence to run for, or hold public office, with protection of seniority and other rights during the leave period; and to make every election day a paid public holiday.

The convention recommended that the federal and provincial Governments take steps to check discrimination against Indians, Metis and Eskimos; and make it illegal for an employer to dismiss an employee because he would not cross a strikers' picket line.

At a special meeting on the last day of the SFL convention, the Saskatchewan Association of Civil Servants decided to withdraw from membership in the Federation because of a jurisdictional dispute with the National Union of Public Service Employees, another CLC affiliate. The Association, with 6,500 members, was the largest single unit in the Federation.

Total membership of the Federation now stands at about 28,500, in 205 affiliated local unions.

The delegates went on record as favouring a moratorium on mortgage payments on NHA and CMHC loans in the case of those who are unemployed.

In a five-point resolution, the convention called on the Canadian Government to: refuse to equip Canadian forces with any type of nuclear arms; refuse permission to any country to store nuclear weapons on Canadian soil; work toward an immediate prohibition of all testing and manufacturing of nuclear weapons; eliminate present defence spending quickly with a view to using the money thus spent in improving the social welfare of the people of Canada; and work through the United Nations to preserve the peace of the world, while supporting the admission of all nations to that body.

Two resolutions were approved that called for legislation prohibiting a firm from hiring any new employees after its employees had gone on strike, and requiring the return of strikers to work on a strict seniority basis.

#### **Executive Council's Policy Statement**

"Unemployment is the direct consequence of the basic evils of the so-called free enterprise system," the Executive Council said in a policy statement issued to supplement the resolutions passed by the delegates. Free enterprise and the governments supporting that system have proved incapable of providing full employment except in time of war or preparation for war, the statement continued.

The recent stop-gap plans for winter work and do-it-now campaigns were ineffective. These plans had provided seasonal work in Saskatchewan for only 1 per cent of the non-agricultural labour force, whereas there were about 8.5 per cent unemployed the year round.

The Council recommended that the Saskatchewan Government enact a Full Employment Act provided for the establishment of a Central Economic Research

and Planning Committee, raise the minimum wage to \$1.25 an hour and reduce the hours of work to 40 a week, establish a comprehensive, universal and portable contributory pension plan and a sick pay plan, increase health and welfare benefits, expand public works programs, and establish a more aggressive program of vocational training and retraining. The convention later passed resolutions urging the same things on the provincial Government.

The resolutions committee did not concur in a resolution requesting the provincial Government to make it unlawful for a person to work at more than one job, or to hire a person who already had a steady job. The committee thought that legislation would not provide a solution to the "moonlighting" problem.

#### **President's Address**

In his presidential address, F. W. McClelland said full employment would come through a planned economy. The elimination of women workers would not solve the problem of unemployment.

He called for a 35-hour work week with maintenance of take-home pay, coupled with a better control of overtime, to be instituted immediately by the Legislature; and greater holiday-with-pay benefits than were now obtained by workers. He recommended federal legislation to give workers four weeks' paid holidays after five years' employment. Miners, and others who work in uncongenial places, should be given five weeks, he said.

Regarding recreation for these longer periods of leisure, the SFL President suggested "low-cost, federal Government-controlled and operated health resorts." Provisions for holidays with pay should be on a national scale.

#### **Hon. W. G. Davies**

Hon. W. G. Davies, Saskatchewan Minister of Public Works, who was Executive Secretary to the SFL for 14 years before he entered the Cabinet, suggested that the Saskatchewan Productivity Council, now being formed as an offshoot of the national body, might more aptly be termed the Saskatchewan Productivity Distribution Council. He thought that the distribution of the fruits of production was more of a problem than any in the actual production field.



Other speakers were Hon. T. C. Douglas, then Premier of Saskatchewan and leader of the New Democratic Party; H. S. Elkin, Deputy Minister of Labour for Saskatchewan; and William Dodge, Executive Vice-President of the Canadian Labour Congress.

## Elections

Fred McClelland, Saskatoon, was re-elected President of the Federation; Ivan Moore, Regina, was re-elected Secretary-Treasurer; Mike Germann, Saskatoon, and Len Wallace, Regina, were elected Vice-Presidents.

## Nova Scotia Federation of Labour

The position of the Dosco steelworkers and the low wages of hospital workers were two of the main questions discussed by the Nova Scotia Federation of Labour during its three-day annual convention in Kentville on September 25 to 27.

The delegates adopted a resolution urging the Federation to demand that immediate steps be taken by federal, provincial, and municipal governments to summon Avro officials to meet for the purpose of entering into some definite commitment for the future of Nova Scotia and its economy. The convention contended that Avro's Nova Scotia operations were capable of yielding profitable returns, provided that confidence and aggressive leadership were given by the company's head offices.

Immediately after the resolution had been adopted a special committee was set up to devise a program and make recommendations before the close of the convention. The committee, under the chairmanship of Don Nicholson of the Canadian Brotherhood of Railway, Transport and General Workers, brought in a resolution recommending that the Federation advance and support all measures aimed at bringing about:

—A board of planning for regional industrial development and employment, operated by the federal Government in consultation with the provinces;

—Full authority for this board to inquire into, and give full publication to information pertaining to industrial development and employment in this area;

—A capital development fund adequate to provide for economic welfare in the private, public and co-operative sectors of the Atlantic economy;

—Trading and fiscal policies designed to coincide with the geography, natural resources and assets of the area;

—International credits to underprivileged nations within the Colombo Plan and other UN programs to stimulate Atlantic growth;

—Adequate industrial and technical training provision for displaced workers and for youth; and

—Adequate measures for rehabilitation and relocation in both community and employment fields.

The convention's main concern in connection with Dosco has been the laying off of more than 1,100 men at the Sydney steel plant at a time when basic steel plants in Ontario are experiencing full employment and Nova Scotia mining communities are undergoing hardship as a result of A. V. Roe's program of closing mines.

The convention passed a resolution calling for direct collective bargaining with Government hospital committees, and the Federation's executive was instructed to approach the Minister of Labour regarding the machinery for negotiating wages of hospital employees.

The delegates were told that collective wage agreements had been successfully negotiated between a number of local hospital boards and union representatives, but that when the hospitals' budgets had gone before the Hospital Commission no money had been allowed for increased wages. Speakers said they had been told that local hospital boards were free to negotiate regarding wages and to pay what wages they liked, but that the Commission would allow only what it thought fit.

"The Nova Scotia Federation of Labour will continue to press for adequate labour representation on all government boards or commissions having an influence over employment matters," Federation President Ed Johnston said. He declared that one of the reasons for the "appallingly low" wages paid in hospitals under the direction of the Nova Scotia Hospital Commission was that labour was not represented on that body.

After heated debate, the convention approved an increase in the per capita tax from 5 cents to 7 cents. The executive had asked for an increase to 8 cents.

Re-affiliation of the United Mine Workers with the Canadian Labour Congress will be considered at the next meeting of the executive, Jack Delaney, international board member of the union, told the convention.

In other resolutions, the convention instructed the Federation executive to urge the provincial Government to:

—Establish immediately a Royal Commission to inquire into A. V. Roe's interests in Nova Scotia.

—Declare Pictou County and Cape Breton depressed areas, and provide relief measures similar to those provided for unemployed miners.

—Declare, in co-operation with the federal Government, a moratorium on mortgage payments on NHA and CMHC loans while the mortgagor is unemployed.

—Enact legislation to provide adequate severance pay to all workers laid off through automation.

—Introduce legislation setting maximum hours of employment and outlawing compulsory overtime.

—Establish supplementary pensions of at least \$20 a month to persons receiving the federal old age pension.

—Proclaim the Male Minimum Wage Act without further delay.

—Initiate discussions with the federal Government with the object of introducing a national portable pension plan.

—Change the Vacation With Pay Act to provide for one week's vacation after one year's service, two weeks after three years, three weeks after 15 years, and four weeks after 25 years.

—Enact legislation to control excessive rates of interest "charged by many finance and loan companies."

—Appoint a non-partisan labour representative to the Hospital Commission, to be nominated by the Federation.

The delegates instructed the executive to urge the federal Government to:

—Establish by law the 40-hour week for all Canadian workers.

—Increase old age pensions to correspond with present-day living costs, lower the age limit to 60 years, and pass legislation regarding portability of pensions.

—Amend the Family Allowance Act to include all children over 16 years of age who are still attending school.

—Re-evaluate family allowances.

The convention opposed further testing of nuclear weapons, and urged that income tax exemptions be raised to \$3,000 for a married and \$1,500 for a single person, with a minimum exemption of \$400 for each child.

Other resolutions instructed the Federation to press for:

—Amendment of the Unemployment Insurance Act to increase benefits to \$40 per week for married and \$30 for single persons, to cover all categories and occupations, provide for payment of benefit for all holidays except Sundays, abolish the waiting period, and allow payment of benefit during illness.

—Immediate restoration by the federal Government of the Unemployment Insurance Fund to a safe working level.

—Processing of the country's natural resources in Canada, where possible.

—A standard work week of five six-hour days.

### Hon. Stephen Pyke

Hon. Stephen Pyke, Minister of Labour for Nova Scotia, told the delegates that expansion in trade and industrial training during the next few years "will be unprecedented in the history of the province." In addition to those already announced for Halifax and Sydney, consideration was being given to the building of vocational schools in other parts of the province, he said.

Mr. Pyke also announced plans for considerable expansion in training courses for the unemployed. He thought one thing that prevented people from seeking this type of training, especially when they had exhausted their unemployment insurance benefits, was the low scale of allowances now being paid to those undergoing training.

He reported that negotiations were then going on with the federal Government with a view to increasing these allowances (L.G., Nov., p. 1137).

He had been authorized by the Premier to inform them that an advisory council on manpower training for the province was to be established in the near future, to which the Federation and District 26, United Mine Workers, would be asked to nominate representatives.

### Gerald A. Regan

The interpretation of seniority clauses in collective agreements gives rise to more cases for arbitration boards than any other single issue, said Gerald A. Regan, Windsor barrister. But there are many thousands of workers in the province employed in units too small to be organized who lack the protection of seniority rules, he pointed out.

The time had come when the principle of seniority should be extended to all Nova Scotian workers who have not the benefit of union representation. He believed that there should be legislation to forbid an employer to dismiss a long-term employee



in favour of a younger man who might be half a step faster, as long as the veteran employee could still perform his duties adequately.

Mr. Regan described such legislation as a logical extension of that relating to fair employment practices, minimum wages and paid vacations. This seniority protection was needed today when management might be tempted to replace an older worker from the swollen ranks of the youthful unemployed, thus eliminating any pension responsibilities to the older employee and cutting the risk of absence on account of illness. He gave warning that it would be needed more in the future as the squeeze of automation became more acute.

### Other Speakers

Claude Jodoin, President of the Canadian Labour Congress, assured the delegates that if the New Democratic Party ever formed the Government, the CLC would hold itself free to criticize, castigate, and if necessary chastise it, and would always reserve the right to do so.

Mr. Jodoin said that there was room for a mixed economy, with crown corporations alongside free enterprise, providing the latter gave good working conditions and benefits to employees. The CLC believed that a social and economic council was needed to plan ahead to secure full employment.

Malcolm MacInnis of St. Francis Xavier University extension department told the delegates that what was needed today was massive doses of democracy in the economic, and thus in the political field. Control and power must be decentralized, he said, by finding a way to diffuse private ownership of capital and to make the management of economic and political institutions responsive to the will of the people.

He said the co-operative movement was the key to economic and political democracy. "The co-operative movement makes people direct participants in economic

affairs. This is the way to put democracy into the economy, to make competition the vital factor it should be."

D. M. Storey, legislative representative of the United Steelworkers, said he was sick and tired of hearing some of the leaders in industry and government advising organized labour how they should increase productivity, when at the same time many workers were laid off, and many warehouses were bulging with unsold goods.

He stated emphatically that organized labour was not opposed to increased productivity, but did oppose, and would continue to oppose a productivity council "set up to increase productivity without giving any real thought to what is to be done with the workers who are replaced as a result of this increased productivity."

What was needed, he argued, was a committee on which organized labour, management and government would be equally represented, "that will deal with the problems, not only of productivity, but of replacement jobs and training, so that people will be able to find new jobs as they are needed."

Organized labour, he said, must fight for legislation that would prevent an employer from refusing to employ a man because he was beyond a certain age. Portable pensions were another thing that would have to be fought for so that a man could move from one job to another.

### Elections

Ed Johnston, Sydney, was re-elected President, and Sinclair Allen, Halifax, was elected Secretary-Treasurer, in succession to Tom Shiers, Windsor.

Vice-Presidents re-elected were: John Lynk, Dominion; Donald Murphy, New Glasgow; Keir Milligan, Truro; Charles Parker, Aylesford; and G. A. Webber, Brooklyn. Roy Keeke was elected Vice-President for the Halifax area in succession to Sinclair Allen, and Leo MacKay, St. John's, was elected full-time representative.

## New Brunswick Federation of Labour

At its fifth annual convention, held in Moncton on August 28 to 30, the New Brunswick Federation of Labour decided to support the principles and policies of the New Democratic Party, but not to affiliate with it.

Other resolutions were passed concerning the establishment of a provincial industrial research council, the enlargement of reform institutions and the rehabilitation of prisoners, extension of the Hospital Services Plan, and other matters.

Speakers at the convention, which was attended by some 200 delegates representing about 180 local unions and district councils, included: Hon. K. J. Webber, provincial Minister of Labour; Hon. Henry G. Irwin, Minister of Education; Hon. John Hugh Flemming, federal Minister of Forestry; C. B. Sherwood, opposition leader in the New Brunswick Legislature; and William Dodge, Executive Vice-President of the Canadian Labour Congress.

The whole executive was returned to office.

A resolution that would have approved affiliation of the Federation with the New Democratic Party was rejected by the resolutions committee. By the substitute resolution finally adopted, the Federation decided to "adopt the policy of the Canadian Labour Congress and endorse the principles and policies of the New Democratic Party without direct affiliation."

The delegates were sharply divided on this issue, and at one point referred the resolutions committee recommendation back for further consideration.

The resolution concerning the industrial resolution council directed the Federation to make strong representations to the provincial Government urging the establishment of such a body with the ultimate aim of increasing manufacturing in the province.

Other resolutions instructed the Federation to:

—Request the provincial Government, once again, to enact legislation establishing a minimum wage of \$1.25 an hour, with overtime at time-and-a-half after 40 hours a week.

—Urge that the facilities of the Central Reformatory be extended to accommodate a greater number of prisoners and that every effort be made to rehabilitate the prisoners; to urge consideration of the building of new Boys' Industrial Homes and to ask the Government to implement the federal Juvenile Delinquents' Act so that juvenile courts may be set up throughout the province. (These resolutions supported stands that had been taken previously by the John Howard Society of New Brunswick, and were submitted by the Saint John District Labour Council.)

—Request the provincial Government to pass legislation putting into effect an occupational illness plan for all permanent members of the Moncton Fire Department.

—Petition the New Brunswick Government to extend the Hospital Services Plan to provide free dental and optical care for all children until they leave school.

—Present a brief to the Royal Commission on Education in New Brunswick emphasizing the need for another college in the province.

—Urge the provincial Government to provide school books free to all students in grades up to and including Grade 13, to provide loans free of interest to students who want to attend college, to devise a system of driver training to be taught in

every school in the province, and to have Moncton included among the cities for which the cost-of-living index is published, so that a more accurate index can be determined for the Maritime Provinces.

—Petition the federal Government, through the CLC if necessary, to construct the necessary shelters for protection of the population in case of an atomic war.

A statement by Premier Smallwood of Newfoundland that tended to throw the blame for many of that province's forest fires on the International Woodworkers was branded by CLC Executive William Dodge as entirely without foundation, and the convention passed a resolution stating that the Federation "publicly denounces Premier Smallwood for his false and malicious insinuations against organized labour."

In an address to the convention, President James Whitebone denounced patronage in provincial politics as "a vicious and outdated institution which perpetuates the old belief that 'to the victor belongs the spoils.'" He said that it was wrong to blame any particular government for the system because it had been practised to a greater or less degree since the beginning of history. But labour, he said, should maintain its opposition to such a system.

Mr. Whitebone's remarks were made in connection with labour's action on the dismissal of a number of provincial Government public works employees after the June 1960 election. An investigation was made after the Federation raised the matter with the Government and the investigators had come to the conclusion that those dismissed had actually taken part in politics in opposition to the new government.

### Hon. K. J. Webber

The new Female Employees' Fair Remuneration Act was explained by Hon. K. J. Webber, provincial Minister of Labour, in an address to the convention. The new equal-pay-for-equal-work act came into effect on September 1. Mr. Webber pointed out that the effectiveness of the new act depended on the registering of complaints by employees.

After discussing various other amendments to legislation, the Minister turned to the new Federal-Provincial Technical and Vocational Training Agreement. The agreement, he said, was designed to stimulate the development of the technical and vocational training programs of the provinces.

The inadequate level of skill was a serious matter in New Brunswick and in Canada as a whole, but "we will shortly have the



physical capacity in terms of training facilities to face up to these problems," Mr. Webber said.

### Other Speakers

Hon. Henry G. Irwin, New Brunswick Minister of Education, said that the new technical school now under construction in Moncton would be ready for use by September. Some 650 students had already been enrolled.

Mr. Irwin referred also to plans for construction of new trade schools in Bath and St. Andrews, and he said that they might be ready for operation within the next two years.

C. B. Sherwood, opposition leader in the New Brunswick Legislature, said that in New Brunswick there were thousands of

people who were "seeking the ways and means for self-improvement. They require help. We have thousands of people who, lacking the skills of a trade or profession, are barely eking out a living." He contended that it was the responsibility of governments, management and organized labour to help these people.

### Elections

James A. Whitebone was re-elected President and Yvon Lancetin re-elected Secretary-Treasurer. The following Vice-Presidents were returned: Ralph J. Boyd, Moncton; Frank W. Murray, Saint John; Aurele Furlotte, Dalhousie; Roland Blanchette, Edmundston; Phillip Booker, Fredericton; and Michael Kenney, New-castle.

## Newfoundland Federation of Labour

The annual convention of the Newfoundland Federation of Labour, attended by about 100 delegates, met from August 14 to 17 in Grand Falls, where the Federation's first convention was held 25 years ago.

Special guests at the convention included: Stanley Knowles, Executive Vice-President of the Canadian Labour Congress; Tom Ward, CLC Director of Federations and Councils; Ed Finn, Jr., President of the Newfoundland Democratic Party; and A. G. Duggan, Grand Falls, the Federation's first president and one of the founders of organized labour in Newfoundland.

President Esau Thoms, in his opening day remarks, attacked Premier Smallwood and his Government for "enacting a law which deprived a *bona fide* trade union of its rights to represent the loggers of Newfoundland." He said that the trade union movement did not condone illegal picket line incidents, but that there appeared to be no precedent for the way in which the power of the Legislature had been used to take away a union's legal rights.

He asserted his own opinion and that of the labour movement was that the Newfoundland Government had been morally wrong in taking sides to the extent of decertifying the International Woodworkers of America.

Approval of the action of the Canadian Labour Congress in supporting the New Democratic Party was voted by the convention. The vote followed speeches by Ed Finn, Jr., President of the Newfoundland Democratic Party, and Stanley Knowles, Executive Vice-President of the Canadian Labour Congress.

When the convention was discussing a resolution that it should devote a day to discussion of the role that labour should play with respect to the new party, Steve Neary, president of the office workers of Bell Island, opposed the motion. Mr. Neary, who for part of 1960 had been caretaker president of the Federation, said he had come to "attend a labour, not a political convention."

The resolution was adopted by a vote of 60 to 7.

The convention adopted a resolution that the Federation continue to support the IWA in its efforts to become bargaining agents for Newfoundland loggers. The resolution also condemned the United Brotherhood of Carpenters and Joiners for its action in the dispute, and decided to document fully the complete story of the "Carpenters' officials underhand plot" against the Newfoundland loggers and the IWA.

W. J. "Joe" Gillies, Secretary-Treasurer of the Federation, supporting the resolution, said it was the bounden duty of the convention to stand behind the IWA in its efforts to gain reinstatement as the loggers' representatives at the bargaining table. He asserted that a basic principle of trade unionism—the right of any working man to choose his own union—was at stake.

Jack McCool, IWA organizer, contended that the vast majority of Newfoundland loggers still supported the IWA. But when "Smallwood formed the Newfoundland Brotherhood of Woods Workers" the IWA representatives had advised the loggers to join that organization "rather than see them idle, and their wives and children hungry."

In other resolutions the convention decided to:

—Increase the per capita tax of the locals from 4½ to 7 cents for the first 500 members and to 6 cents for the remainder.

—Spend a sum of \$1,500 in addition to the already lent in an effort to revive publication of the weekly labour journal, *Examiner*.

—Establish a union label committee.

—Seek to get the CLC constitution amended to give the Congress wider powers in settling jurisdictional disputes.

Other resolutions adopted at the convention urged that minimum wage rates be increased from the present 35 cents an hour for women and 50 cents an hour for men to 70 cents and \$1 respectively; called for a thorough study of workmen's compensation benefits with a view to bringing them more into line with today's high living costs; and asked that old age pensions be increased to \$75 a month.

The Federation resolved to:

—Call for transfer of the whole telephone system of Newfoundland to a publicly owned utility company.

—Ask the provincial Government to enact legislation making it compulsory for owners of wood lots to implement a pro-

gram of reforestation on burnt and cut-over areas.

—Seek legislation to ensure that all grocery and confectionery store employees are inspected by the Board of Health, and that all bread and confectionery sold in the province is wrapped.

—Request the federal Government to make strong representations to the provincial governments to bring about a lowering of the price of drugs.

—Ask the seven Newfoundland members in the House of Commons to request that ships of foreign registry be barred from taking part in coastwise Canadian trade.

—Ask the CBC to establish a television station in St. John's.

### Elections

All except one of the Federation's officers were re-elected. Lester Farewell failed to gain re-election as a vice-president.

President Esau Thoms was returned without opposition. All other positions were contested.

W. J. Gillies was re-elected Secretary-Treasurer. Vice-Presidents who won re-election were: Larry Dobbin, James Mullett and Calvin Normore. Albert Ash was the victor over Lester Farewell for the remaining vice-presidency.

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Two Canadians were among the delegates to the Conference of the Business and Professional Women of the Americas held from November 23-26 in San Juan, Puerto Rico. They were Miss Una MacLean, President of the Canadian Federation of Business and Professional Women's Clubs, and Miss Margaret McIrvine, Co-ordinator of Women's Employment, National Employment Service, who is Honorary Secretary-Treasurer of the Federation.

The aim of the Conference, which was convened by the National Federation of Business and Professional Women's Clubs of the United States, was to increase mutual understanding among businesswomen in the Americas through discussion of common problems. Two delegates were invited from each country in the hemisphere.

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# The Canadian Chamber of Commerce Submits Annual Brief to Cabinet

Warns Government against further extension of Canada's present welfare program until economy once again growing at a sound and satisfactory rate, asserting that any major increase in welfare expenditures would retard economic growth

The Canadian Chamber of Commerce, in its annual submission to the Cabinet, warned against further extension of Canada's present welfare program until the economy was "once again growing at a sound and satisfactory rate." The warning came in the part of the brief that dealt with government economic policies.

"Under existing conditions, there is a serious danger that any major increase in welfare expenditures, which imply increased tax burdens, would retard rather than advance economic growth," the Chamber added.

It said it was in favour of a well-balanced program of social welfare of a scope consistent with what the economy can afford without damaging the enterprise system that produces the tax revenue to support welfare payments.

Government economic policies should be re-examined to bring about effective co-ordination in order to promote productivity and vigorous economic growth. The submission said there was a growing recognition that monetary and fiscal policies must be carefully co-ordinated if they are to be of maximum effectiveness.

The Chamber called for close and constant surveillance of government spending, and for a thorough study of the tax structure with a view to ensuring that necessary revenues are raised in ways that are least detrimental to the economy, and with the objective of reducing the total tax burden as opportunity offers.

"In time of depressed or declining business conditions it may be desirable to put the budget into a controlled deficit by tax reductions, additional spending programs, or a judicious combination of the two. In times of overly rapid expansion a controlled surplus achieved by reductions in expenditures or increases in taxes can restrain inflationary pressures.

"Encouraging research and development and improving the skills of the Canadian labour force merit attention," the Chamber stated. "Ways must be found to get the various elements of the community—management, labour, agriculture, consumers—to recognize their mutual responsibilities and interests. A co-ordinated approach would do much to restore a satisfactory rate of economic growth in the country."

The Government should not compete in areas that are being or can be served adequately by private business. The Chamber made specific recommendations on this point, including suggestions that the sale of annuities be discontinued and that the production of the Government Printing Bureau, except for that portion required for Parliamentary proceedings and confidential documents, should be turned over to private business on a competitive basis.

In a section of its brief headed "Human Resources," the Chamber urged Canadian businessmen to work with educational authorities and Departments of Labour in establishing and maintaining an effective technical and vocational training program, including apprenticeship training, both in public institutions and within industry in order to retrain and upgrade the qualifications of the Canadian work force. "Special emphasis should be devoted to methods of improving apprenticeship training plans, as many of these are not now effective," it stated.

The Chamber made the same recommendations on employer-employee relations—concerning compulsory union membership, sympathy strikes, secondary boycotts, chairmen of conciliation boards, etc.—as it made in its brief last year (L.G., Dec. 1960, p. 1285).

It asked the Government to re-examine Canada's trading position in the light of Britain's application to join the European Economic Community, "not only with a view to safeguarding our interests under the Commonwealth trade agreements but also with a view to enhancing the new opportunities" that Britain's joining the Common Market might offer.

Among other things, the Chamber's submission also asked the Government to:

—continue to consult with the Government of the United States to ensure continental utilization of energy resources beneficial both to Canada and the United States;

—encourage the export of electric power under long-term licenses with such recapitulation provisions as may be found desirable by the National Energy Board;

*(Continued on page 1292)*

## Statistical Report on Rehabilitated Persons

Of 1,614 persons reported as rehabilitated in 1960-61, total of 1,254 became regularly employed in business and industry, 80 set up own business, 25 became employed in sheltered environment, and 23 enabled to undertake work at home

With the co-operation of Provincial Rehabilitation Agencies it is now possible to obtain complete information regarding the vocational rehabilitation of many of the disabled persons in the various provincial rehabilitation programs. Where possible, such reports are completed at the time when active rehabilitation services have terminated and after a suitable period of follow-up has revealed that these individuals have reached definite "rehabilitation status."

A total of 1,614 reports of rehabilitated persons was received from the provinces in 1960-1961. Of the total, 1,254 became regularly employed in business and industry; 80 persons set up in business for themselves in such trades as watch repair, shoe repair, barbering and hairdressing; 25 became employed in a sheltered environment; 23 were enabled to undertake some homebound employment; and 232 of the very severely disabled were enabled to undertake their own care.

A variety of services were required to assist these individuals to assume their places as contributing members of society. These included counselling, and medical, surgical and psychological care. Prosthetic appliances were provided for 285 individuals.

Reviewing the economic factors, of the total of 1,614 cases 74 per cent were dependent on relatives or public assistance and 1,276 dependents were affected. The cost to the public purse was estimated to be \$954,304 annually. After rehabilitation the estimated total annual income for the group is in the neighbourhood of \$2,730,000.

A study of the educational qualifications shows that 884 had not gone beyond elementary school and only 76 had received education above junior matriculation. Only 46 had had previous vocational training. In the course of their rehabilitation 699 received vocational training. Types of training included trades and service occupations such as hairdressing, barbering, shoe repairing, nursing assistants and orderlies, and training in business occupations, as typists, stenographers, bookkeepers, etc. A few persons received training in professional fields as teachers, nurses, accountants or draughtsmen.

Before they were accepted for rehabilitation services, 397 of these individuals had

never been employed, 307 had been employed as unskilled labourers, 123 semi-skilled, 103 skilled. One hundred and thirty-four were engaged in agriculture, fishing or forestry. Service occupations gave employment to 279 and sales or clerical occupations to 222, and 49 were in the professional or managerial field.

After rehabilitation, 85 are engaged in professional or managerial occupations, 410 in sales and clerical work, 364 in the service occupations, 64 remain in agriculture, fishing or forestry, 114 as skilled workmen, 131 as semi-skilled and 214 in unskilled labour.

The age range of these disabled individuals extends from youth to old age. More than 45 per cent are under 30 years of age and another 562 between 30 and 50 years of age. More than one third are women.

### Canadian Conference on Physiotherapy

The Canadian Conference on Physiotherapy was recently convened in Toronto to consider the role of physiotherapists and the increasingly important part they play in meeting the health needs of an expanding nation. Jointly sponsored by the Association of Canadian Medical Colleges, the Canadian Association of Physical Medicine and Rehabilitation, and the Canadian Physiotherapy Association, the Conference brought together a representative group from university medical schools, medical specialties and physiotherapists to explore present-day needs and facilities and to plan for the future with a view to providing adequate service to meet the requirements of an increasing population.

The Conference considered the existing ratio of physiotherapists to population in Canada and how it compared to that in other countries. They examined existing training facilities and the possibilities of extending or revising training programs. Considerable attention was given to possibilities of expansion of training facilities as well as the recruitment and feasibility of attracting more male students.

A continuing committee was established to draft a report of the findings of the Conference and to collect further data on future requirements and training of physiotherapists.



## Replies to Minister's Letter Analysed

More than 3,000 replies received to enquiry regarding hiring and retention of older workers. Articles based on analysis of replies, by industry, have now been prepared and will soon appear in trade journals and business magazines

The problem of the older worker has been a subject for serious concern, both nationally and internationally, and is universally recognized today as one of the major problems among the many related to aging.

During the past few years a great deal of information has been published relating to the hiring and retention of older workers. Data has been made available from research into many aspects of the social and economic problem of the older worker.

All this published material has undoubtedly played an important part in reducing age discrimination arising from prejudice in favour of youth. Enlightened employers now assess an individual's worth on the basis of ability, not age.

The Department of Labour had for some time recognized, however, that there was one area in which there was a lack of specific information: How did companies and specific segments of industry regard the mature individual? It was realized that only industry from its own experience could supply such information. Although a certain amount of knowledge had been gleaned from contacts with employers and from letters received over the years in the Department, there was not a sufficient quantity of current information on hand from which to draw valid conclusions respecting the role that could be played by the mature worker in modern industry.

Hon. Michael Starr, Minister of Labour, in discussing ways and means of obtaining such information, stated that the answers must be sought from those who knew—employers themselves. Therefore, he wrote to 45,000 employers across Canada seeking the benefit of their combined experience in the hiring and retention of older workers (L.G. 1959, p. 1172).

The response far exceeded anything the Department had anticipated. Replies were received from more than 3,000 employers. About 15,000 recipients of the letter were represented by the replies, as many head offices of organizations replied on behalf of all their branches, agencies and subsidiaries, each of which had received a letter from the Minister.

Most of the replies acknowledged that, in dealing with a social and economic problem such as the employment of mature

workers, the Department had gone to the right source—industry itself. The letters generally indicated that older employees were considered highly satisfactory.

Many of the replies were lengthy discussions of the problem from heads of companies, an indication of the great interest that was aroused by the Minister's letter. It has taken a great deal of time to analyse the mass of information contained in that number of replies, which came from virtually all segments of industry.

It would have required a 500- to 600-page volume to give a detailed report on the analysis. Therefore the Department thought it more practicable, and of greater value, to produce a separate report on each subsection of industry. In order to pass this information to as many employers in each section of industry as possible, arrangements are now being made for many of these reports to be published in the form of articles in trade journals and business magazines.

It is expected that these articles will begin to appear early in the new year. The articles will represent employers' viewpoints on and experience with the employment of mature workers, from coast to coast. Some of them will contain detailed and specific information resulting from actual experience with various matters such as pension plans, retirement, retraining, accidents and absenteeism. To the Department's knowledge, never before in Canada has such a mass of combined experience concerning older workers been assembled in readable form.

It is anticipated that some light may be thrown on some of the practical problems that arise in connection with the hiring and retention of mature workers. Many employers have successfully utilized the services of aging workers by re-assignment to other work if their physical capacities decline. These experiences, and others, are frequently described in the actual words of the employers.

It is hoped that this comprehensive information, broken down as it has been into subsections of industry, will prove of assistance to both management and labour in making a full utilization of the potential of Canada's valuable pool of older man and woman power.

## Trade Unions and Women

Second annual women's conference of the Ontario Federation of Labour attended by 60 women. Delegates told that women workers must be organized if labour movement is not to stagnate. Norwegian women unionists hold national meeting

Sixty women—trade unionists and wives of trade union members—attended the second annual Women's Conference of the Ontario Federation of Labour, held at Windsor the day preceding the OFL's annual convention. Most of the delegates were members of executive councils of local unions or women's auxiliaries. Delegates from labour councils of various cities in the province also participated. Most of the union members were clerical or stenographic workers; there were also some plant workers and a few hospital employees.

The president of the OFL, addressing the morning session, noted the tremendous increase in the number of women workers in the fast-expanding service industries. "Women workers must be organized," he warned, "if the labour movement is not to stagnate."

The Women's Committee of the OFL, set up last year, presented a progress report. It has a larger membership than other OFL committees, so that somewhat better distribution can be attained among areas and among unions. The Women's Committee during the year invited each labour council affiliated with the OFL and each union not otherwise represented to name a corresponding member to the committee. The chairman of the Women's Auxiliary Organizing Committee of the Canadian Labour Congress was also invited to attend all meetings.

The object of the Committee is to form a province-wide organization of women associated with the labour movement either as members or wives of members (L.G., Dec. 1960, p. 1290). The Committee has been considering how to enlist wives of union members not only to participate in union functions but also to work through community organizations "to present the good face of labour to other women in the community."

The Conference adopted a resolution requesting the OFL Executive Board to urge Labour Councils to include a representative from women's auxiliaries on their executives. A second resolution urged the Canadian Labour Congress and its affiliates to make provision for wives of trade union members to participate in all educational programs.

At the afternoon session, the Conference divided into two informal discussion groups,

one on women in employment, in particular economic problems and job opportunities, the other on women as consumers.

To begin the discussion, Mrs. Agnes Beckett, of the Women's Bureau, Department of Labour, outlined some of the current trends in women's employment. Further discussion was developed under the leadership of Miss Dorothy Haener, International Representative of the United Automobile Workers of America. Among the subjects debated was the position of the married working women in a period of general unemployment. Also discussed was the need for more adequate provision for day care for the children of working mothers; equal pay for equal work, calling into question the effectiveness of the enforcement procedures of the federal and eight provincial equal pay laws; and the adequacy of existing vocational training facilities for women. The group also debated whether discrimination on the grounds of sex should be covered by the fair employment practices legislation. It was generally believed that the addition of the word "sex" to the list of prohibited grounds for discrimination would be desirable in order to give qualified women the legal right to the same consideration as men in hiring and in receiving training opportunities.

### Norwegian Trade Union Women's Conference

A national conference of women trade unionists was held in Oslo, Norway, following the recent annual congress of the Norwegian Federation of Trade Unions. Fifty delegates participated in the conference, which was convened by the Advisory Women's Committee of the NFTU executive board. The group discussed current collective agreements, in particular the new agreement concerning equal pay for men and women for work of equal value; job evaluation and equal pay and the future work of trade union women's committees.

The conference adopted three resolutions. The first emphasized the importance of job evaluation in implementing the principle of equal pay. The second dealt with the current tasks of women trade unionists, and the third supported the NFTU fund-raising campaign to purchase a mobile family consultant centre to be given to the women in a developing country.



## 50 Years Ago This Month

Strike that closed coal mines in eastern British Columbia and southern Alberta in March is settled in November, and order-in-council restores customs duty on imported coal that was removed when serious coal shortage resulted from strike

A dispute that led to the closing of the coal mines of eastern British Columbia and southern Alberta on March 31, 1911 was settled on November 17, and operations were resumed in all mines on November 20. The December 1911 LABOUR GAZETTE carried a report of the settlement, together with the text of the new collective agreement, which was to remain in effect until March 1915. The causes that led up to the strike, involving about 6,000 men, were reported in the LABOUR GAZETTE of August 1911 (L.G., Aug., p. 781).

The settlement, which was arrived at through the mediation of Hon. Robert Rogers, Minister of the Interior, provided, as the GAZETTE said, "for what is commonly known as the 'open shop' by the insertion of a clause to the effect that there is to be no discrimination on the part of the companies against union men or on the part of the union men against non-union men employed."

The operators also agreed "to make deductions from union members' wages in the form of a check-off for union dues for such amounts as they have definite orders for from the individuals concerned, with a specified sum in each case as a limit of deduction."

Owing to what the GAZETTE termed "the serious coal shortage in Western Canada caused by the strike," an order-in-council passed on July 31 removed the customs duty on bituminous coal imported from the United States into Western Canada. After the strike was settled, another order-in-council was passed on November 20 restoring the duty. The GAZETTE reported that an estimated 1,000,000 tons of coal had been imported while the suspension of duty was in effect.

A strike involving all the longshoremen in Montreal, numbering about 1,800, which began on November 17, 1911, was settled by an agreement signed on November 20. The Assistant Deputy Minister of Labour and one of the fair wage officers of the Department were instrumental in bringing about the settlement.

The strike, which began on one of the Canadian Pacific Steamship Company's vessels and quickly spread along the entire waterfront, was prompted by a dispute over the number of deals to a sling that the

men were required to handle. In the settlement the Canadian Pacific Railway Company agreed to "do the same as the other steamship lines, members of the Shipping Federation of Canada, in the matter of the number of deals placed in the slings to be lowered into the hold."

It also satisfied a demand by the men that their union, the Syndicated Longshoremen of the Port of Montreal, should have the right to appoint a representative on the wharves, to be elected at a general meeting of the longshoremen, but for the time being to be the business agent of the union.

Toward the end of November 1911, a conciliation board rendered its report on a dispute between the British Columbia Telephone Company and its linemen, installers, cable splicers, trouble men, and others. The employees, who numbered about 220, were asking for an increase of 25 cents a day.

The majority report, signed by the chairman and the union nominee, supported the employees' request for an increase. It based this stand on the higher cost of living in Vancouver compared with the year before, the hazardous nature of the work, and the wages paid by other employers for work of a similar kind.

The report stated that men who worked for a telephone company "must be young, strong and active men, and that as an average, they cannot employ a man over 40 years of age; that his employment is considered an extra hazardous class of work, and for this reason he is unable to obtain life insurance at anything like a rate which he could afford to pay..."

The minority report of the company's nominee contended that the wages paid by the company compared satisfactorily with those paid for similar work in American cities on the Pacific coast, and that although the work was dangerous it was not more so than that of a structural iron worker. He quoted testimony to the effect that employees of the company made an average of \$1,000 or more a year. This he contrasted with figures from union sources showing the average yearly earnings of skilled building tradesmen to be: \$1,000 for bricklayers, \$900 for carpenters, \$900 for plasterers, \$700 for painters, and \$700 for structural ironworkers.

## New Year Messages *(Continued from page 1198)*

the lessons of brotherhood. Above all, those who call themselves Christians should stand in the forefront of the battle to liberate and advance man, whether he is white, yellow or black.

Panic and fear serve no one. Nineteen Sixty-Two must be the year of courage and decision, the year in which to re-assess our conventional attitudes. May I wish that the Canadian people will show sufficient alertness and generosity to answer the extraordinary call of solidarity which now unites all men.

We could very well start by cleaning our own house. Ever since 1955, an important part of our population has suffered desperately from chronic unemployment. There were 700,000 unemployed in Canada at the beginning of 1961. The situation doesn't appear much brighter for the coming year. I make the wish, however, that, in the course of 1962, all the forces of our country

### A. A. Hutchinson

Chairman,  
National Legislative Committee,  
International Railway Brotherhoods

Events during the year 1961 have not been such as to give us any good reason for optimism about the immediate future, and we face the year 1962 with doubts about the stability of our world.

Many of those who occupy positions of power in the world have been placed in those positions without the endorsement or even the consent of the working people of the countries they represent. These powerful men, as well as some who have been placed in power by the people whom they represent, appear to be unable or unwilling to take the necessary steps to assure the people of the world of a hope for a peaceful existence, and the whole world is left in a state of anxiety and dread as to what the future may hold.

Armed conflicts and serious disputes in which arms are not actually used threaten disastrous conflagrations in many parts of the world.

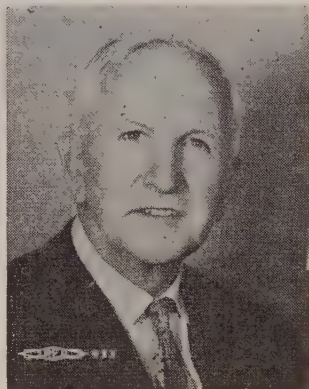
The tragic death of the Secretary General of the United Nations has left a vacancy which is difficult if not impossible to fill, as he was a man dedicated to peace and the welfare of all mankind and a true friend of the common people.

The economy of Canada has shown slight but definite signs of improvement but the improvement has been so slight that it has not had any noticeable effect upon the lot

will unite to bring about the end of this intolerable situation.

To all Canadian workers, and in particular to those belonging to any of our affiliates, I wish a happy new year. I further wish that they will have the courage and perseverance to continue the struggle for a better world where there will be lessened the difference between a privileged handful and the mass of the people, as well as between industrialized nations and underdeveloped countries.

To all Canadians, I wish a happy new year.



of Labour generally. We are still faced with the spectre of unemployment in excessive amount with all its implications for detriment to our society as a whole.

Railway Labour continues to be plagued by the problems of reduction in traffic and the expansion of methods of mechanization and automation that results in the reduction of the number of employees required to handle traffic, even though it may equal or even exceed that which has been handled in recent years.

Railway Labour has been told that, eventually, the innovations will benefit Labour, but we are still waiting to get even a glimpse of the benefits that have been predicted. We have no difficulty seeing the adverse effects.

There is no doubt that Canada has vast potentialities for development and it is the ardent hope of all Railway Labour that our resources will be developed to the degree that an increase in mass transportation is required. We know that no other method can provide mass transportation as satisfactory and as economical as railway transportation. We hope that those who are willing to help develop our resources may be given all reasonable encouragement and that the railways will make every effort to provide the necessary service.

*(Continued on page 1231)*



## INTERNATIONAL LABOUR ORGANIZATION

### Morse Resigns as ILO Director-General

Believing that "the time has come for me to return to my own country," onetime U.S. Assistant Secretary of Labor announces he will not stand for re-election

David A. Morse, Director-General of the International Labour Office, has announced his resignation. The effective date will be fixed in consultation with the Officers of the Governing Body, taking into account the need for presentation of the 1963 budget to the next session of the Governing Body, he said.

In a brief address to the Governing Body on November 21, Mr. Morse said that he took this step only after the most serious and the fullest reflection. Its motivation, he said, was simply that "I believe that at long last the time has come for me to return to my own country. This action has been precipitated by the fact that I have received an invitation for service at home. This invitation has coincided with the moment when the Governing Body must consider the question of the election or re-election of a Director General. As a consequence I have been forced to think through and examine the whole question of my future personal and public plans and come to a decision."

Mr. Morse stated that he had come to the conclusion that after 25 years of public and military service—almost 17 years of it spent abroad—the moment had come for him to resume again the duties and responsibilities of normal citizenship in his own country.

Mr. Morse said that he had been greatly moved by the general sentiment expressed among Governing Body members that he should stand for another term of office. If he were to do this and be re-elected, he would have served as Director-General for 20 years. Even as the situation rests today, he is senior in years of service to any of the other heads of organizations within the family of the United Nations.

Mr. Morse was elected Director-General on June 12, 1948 for a term of ten years. On May 31, 1957—15 months prior to the end of his ten-year term—he was re-elected for a term of five years.

In giving a brief account of his stewardship of the ILO during the past 13 years, Mr. Morse recorded his faith and confidence in the present state and future role of the ILO in world affairs. He pointed out that the ILO was now world-wide in scope, composition, action and influence.

"I do not overstate the case when I reiterate that the ILO is strong and healthy. The proof of this is our continuing growth . . . . The challenge of this prospect underlines a normal temptation to continue to participate in this growth, and in what is, after all, the greatest adventure of our time: the continuing improvement of the standard of living of working men and women throughout the world, the fight against ignorance, misery and poverty, and the influencing of those forces which promote world security and world peace."

At the time of his election to be ILO Director-General, Mr. Morse was Acting Secretary of Labor in the United States Government; he had previously served as Under Secretary of Labor. An attorney, he began working for the U.S. Department of Interior shortly after his graduation from Harvard. During the Second World War he served in Sicily, Italy and Germany as head of a military unit responsible for labour policy. After the war he was Labour Director in the Allied Military Government.

Mr. Morse last visited Canada in October 1958 (L.G. 1958, p. 1283).

# The Trade Union Situation in Sweden

Trade unionism and the need for good industrial relations are taken for granted in Sweden, reports ILO mission after on-the-spot survey relating to freedom of association. Swedish employers look upon trade unions as necessary, desirable

Sweden was cited by an ILO mission in a report published last month as "an example of a country in which trade unionism and the need for good industrial relations are taken for granted."

The report\* is that of a mission which last autumn carried out an on-the-spot factual survey relating to freedom of association in Sweden. Earlier reports in the series were: *The Trade Union Situation in the United States* (L.G., Jan., p. 38), *The Trade Union Situation in the U.S.S.R.* (L.G., Jan., p. 39) and *The Trade Union Situation in the United Kingdom* (L.G., Oct., p. 1031).

Strong organizations of workers and of employers and a deep aversion of State intervention were found to be features of the Swedish system of self-government in the labour market. The fact that many Swedish employers have come to look upon trade unions as necessary and desirable is brought out in several sections of the report.

"Mutual respect has developed and a high degree of maturity in the conduct of industrial relations has been attained," the report says. "The employers' organizations and the trade unions regard themselves and describe each other as partners in industry. They adopt a co-operative approach to the solution of problems which they feel to be in the interest of both sides and of the people generally."

Each of the surveys in the current series is conducted by members of the ILO's Freedom of Association Survey Division at the invitation of the government concerned. The mission to Sweden, like its predecessors, was headed by John Price, Chief of the Division and Special Assistant to the Director-General.

The mission, in Sweden from September 26 to November 4, 1960, travelled to industrial, forestry and mining centres in the Arctic Circle, on the Gulf of Bothnia and in the central and southern parts of the country. All the interviews and visits were arranged in accordance with the desires expressed by the mission itself.

The report notes that Swedish employers in many cases not only believe in trade unions but want them strong. It attributes this attitude to a desire to know that agreements once made will be honoured.

The chief executive of a large industrial organization is quoted in the report to the effect that he would not like to have to do his job without the assistance of the unions. "It seemed in keeping with the sincerity of this statement," the report adds, "when, in a subsequent tour of his factory, the mission was escorted only by representatives of the workers."

The report points out further that, in Sweden, "time and motion studies are widely accepted as the basis for setting piece-rates and it is an agreed principle that when new methods or techniques are being considered by management there is joint consultation prior to their introduction."

In a retrospective section, the report traces the growth of Swedish trade unionism from its relatively late inception in the nineteenth century to the commanding position it now occupies.

The right of workers to form unions, to strike and to bargain collectively had to be fought for, the report says, but the struggle "was not nearly as fierce in Sweden as in the countries that had preceded it along the path of industrialization."

Actually, according to the report, there was a minimum of repressive legislation to fight against. Conversely, the need for protective legislation was never very acutely felt. (The Right of Association and of Collective Bargaining Act of 1936 is presented as a coddling statute designed mainly to strengthen the hand of fledgling white-collar unions.)

The report tells of the birth at the turn of the century of the two major central organizations—The Swedish Confederation of Trade Unions (LO) and the Swedish Employers' Confederation (SAF)—and the subsequent rapid expansion of the collective agreement system. The irresistible advance of industrial as opposed to craft unionism in the first decade of the twentieth century also is described.

The report recalls that under a 1906 agreement known as the "December Compromise," LO conceded certain managerial prerogatives (including a no-closed-shop

\*International Labour Office: *The Trade Union Situation in Sweden*. Report of an ILO Mission. Geneva, 1961. Price: \$1.25.



stipulation), held by SAF to be essential, in return for a recognition of the right to organize and, implicitly, of the legitimacy of collective bargaining. This agreement, concluded without any government intervention, is described in the report as a long step toward the management of labour market affairs by voluntary associations.

Another step was taken in 1915 when the Supreme Court of Sweden ruled that collective agreements were binding contracts. The report observes that this virtually gave the agreements force of law.

The process culminated in the Basic Agreement of 1938. Signed by LO and SAF, this instrument set up special machinery for regulating the labour market.

"Legally speaking, it was only a contract," the report says; "but the power and prestige of the contracting parties together with the nature of their undertaking raised the contract to the level of legislation by consent. The quasi public status achieved by the associational structure could no longer be doubted."

The Basic Agreement also marked the inception of a new trend in Swedish industrial relations—toward centralized negotiations. The report shows that point action by LO and SAF for the co-ordination of wage claims and policies in the interests of the economy as a whole has become standard procedure in recent years.

The report also calls attention to the "remarkable extent of organization found on both sides". It points out that the total membership of the trade unions represents about 80 per cent of all employed persons. In industry, the manual workers are organized to the extent of more than 90 per cent. Strong trade unions exist even for the armed forces and for the police.

### **Disputes and Industrial Strife**

Employers and workers in Sweden are, according to the report, proud of their ability to work out disputes by discussion between themselves. But elaborate machinery exists for the settlement of disputes that have to be referred to higher instances. It is fully described in the report.

Sweden's Labour Court, established in 1928, forms an essential part of this machinery. Its primary function, the report says, is to adjudicate litigations concerning the interpretation of collective agreements and to do so quickly. The report highlights the fact that the Court is not a bench of professional judges but rather a joint body including representatives of labour and management. Its decisions are final; no appeal is allowed. The report adds that if

the Court has frequently been divided in the past, "split decisions have become rare."

The report states that major economic disputes are normally settled with the assistance of state conciliation services. Disputes having to do with working conditions and other relations between employers and workers are, in most cases, subject to procedures laid down in the Basic Agreement of 1938 or in other similar instruments. The guiding principle here is that "coercive action must not be resorted to by any party before he has complied with his duty to negotiate."

The Basic Agreement imposes other limits on direct action with a view to protecting neutral third parties and essential community interests. A Labour Market Council is established to see that these provisions are respected. The report makes it clear that while the parties retain a free hand in the all-important disputes over the terms of new collective agreements, direct action in other disputes is either severely circumscribed or totally discarded.

"It is assumed that the power of the State may legitimately be used to ensure the peaceful settlement of legal disputes," the report says. "But the compulsory settlement of an economic dispute would be regarded as an unconscionable intrusion upon the rights of the parties even in the event of open conflict. On the other hand, both sides are quick to observe that these rights, to be preserved, must be exercised in a responsible manner. In this respect, the Basic Agreement of 1938 may, perhaps, be regarded as a monument of their prudence".

How well does the Swedish system work in terms of industrial peace? There have been a number of major strikes in the post-war years; details of some of them are given in the report. But the report also points to the fact that "during the full four-year period, 1956-1959, there were only 57 strikes (or lockouts) involving a total of 65 employers and 4,467 workers—less than 0.2 per cent of the total work force".

This, the report comments, "would seem to suggest that in this period of economic prosperity the Swedish system of self-imposed restraints (coupled with a tenacious belief in the ultimate right to strike) functions and functions well."

### **Trade Unions, Government and Community**

"In Sweden," the report says, "the Government recognizes the interest of the trade unions in economic, political and social affairs. It gives practical effect to this

recognition both as an employer and as the body responsible for legislative and administrative activities. At the same time it encourages voluntary co-operation between labour and management in the handling of the problems with which they are concerned."

The report notes that "in the fields of legislation and administration the Government has made far-reaching arrangements for consulting the unions and for associating them with the administrative activities of the State." The report adds that consultation of the trade unions and employers' organizations before the adoption of new legislation is an established practice in Sweden, one that is accepted as normal and natural "not merely because of their interest in the matters but also because of their important position in the community."

The report observes that "the trade unions, together with the employers' organizations, are regarded as an integral part of the Swedish democratic system. In co-operation with the government authorities they take the responsibility for settling the various labour problems and many of the questions that arise in the wider sphere of social policy. Yet they are not government agencies but free and independent associations."

In conclusion the report says: "In building up their position in the life of the nation the unions have relied less upon the

protection of legislation than upon their own organizing and negotiating efforts and upon the soundness of their program. They would, however, be the first to admit that the conditions which exist in Sweden have sometimes favoured them. One of these conditions has been the realization by the employers that their own interests and those of the nation would be served by the fostering of frank and free relations with the trade union movement. Without pretending that the results have been completely satisfactory, both sides seem to be well content with the system they have created."

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A. H. Brown, former Deputy Minister of Labour and now Director, Canada Branch, International Labour Office, is a member of the ILO mission now in Burma to carry out an on-the-spot survey relating to freedom of association in that country.

The survey is the sixth in a series that stems from a 1958 decision of the ILO Governing Body. The underlying purpose is to provide a full picture of actual conditions in each country as they affect the theory and practice of freedom of association. Each of the surveys is carried out at the invitation of the country concerned.

The findings of the first four missions have already been published in the form of reports (see above). The report of the fifth, to Malaya, is in the process of publication.

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## ILO Membership Grows to 101

Membership of the International Labour Organization grew to 101 in November when the Syrian Arab Republic was re-admitted. It had been re-admitted to the United Nations on October 13.

Syria previously, in December 1947, accepted the obligations of the ILO constitution and undertook to apply all the provisions of that document—the only requirement for membership for U.N. members—and last month confirmed that acceptance.

The 98th, 99th and 100th members were Kuwait, Sierra Leone and the Republic of Mauritania.



# TEAMWORK in INDUSTRY

Kenny Ploen, quarterback of the Winnipeg Blue Bombers, claims that a lack of teamwork between labour and management causes increased expense and inefficiency. Kenny has been a member of the labour-management Mutual Interest Committee at Martin Paper Products in St. Boniface, Man., since he joined the firm as an industrial engineer in September 1959. Recently he offered industry some advice from his experience on the playing field.

"There is no lone wolf, no star in team sports," he emphasized. "If games are won or well played, it is the team that stars, not a particular individual. Anyone who has ever played competitive team sports realizes this."

Asked whether he thought progress might be made in a given industry *without* co-operation between its joint partners, labour and management, he replied, "You would get *something* done, yes, but without teamwork it wouldn't be done most efficiently or economically."

"I know the Mutual Interest Committee here at Martin Paper products," he added. "It works well. I think joint consultation is a good thing."

Leo Flood, a union steward for Local 830, International Brotherhood of Pulp, Sulphite and Paper Mill Workers (CLC) claimed that the committee is good for workers and company both. "Joint consultation can set ideas rolling and bring about improvements," he said. "In our own plant it has done a lot for morale."

When a training film arrives at the plant, management arranges a screening and invites personnel most likely to benefit from the subject. The employees digest what they see and then exchange comments and objections in a post-film post mortem. Their opinions are carefully noted and suggested improvements earmarked for future reference. As one management spokesman remarked: "There isn't a phase of our operation that can't benefit from this brand of teamwork."

Decisions reached by members of the labour-management committee often go directly from a meeting to the plant floor. "The quickest way is the best way," says production manager Danny Bartlette. "There is no time to dawdle these days. The

customer is as critical about the quality of a corrugated carton as he is about his new suit."

On the subject of employee suggestions, Mr. Bartlette stated that good ideas may be lost through lack of enthusiasm, push and follow-up. If management appears indifferent to implementing employees' sound suggestions, the employees will react by becoming indifferent to producing them in the first place.

\* \* \*

Joint consultation at Continental Can Company's Plant 543 in Winnipeg, Man., is responsible for alerting management to everyday manufacturing problems which might otherwise go unnoticed for a long time. Personnel supervisor Ben Pawluk sees this as one of the best features of labour-management committees from the company standpoint.

"Employees expect prompt clarification of problems affecting them, and management feels they should get it," he reported. "Consultation between company and personnel in our plant has become a full-time operation."

Remarked George Fullum, senior shop steward of Local 537, International Printing Pressmen and Assistants' Union of North America (CLC): "We stress quality and production in this plant, and you won't get either one if you don't have co-operation. LMCs are the best liaison there is between labour and management, and the logical machinery for solving daily plant problems."

Twelve Continental Can plants across Canada are practising joint consultation at the present time. William Paulder, manager of Plant 543, reported that the establishment of labour-management committees is company policy. "We believe it's impossible to get too much harmony," he declared.

\* \* \*

An all-time record for the mill division of the St. Lawrence Corporation in Red Rock, Ont., was established when employees successfully completed one million consecutive hours without a disabling injury. Some 700 employees shared the achievement, working a total of 265 safe days.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

## INDUSTRIAL RELATIONS AND CONCILIATION

### Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board did not meet during October. During the month the Board received eight applications for certification and permitted the withdrawal of two applications for certification.

#### Applications for Certification Received

1. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of longshoremen employed by Gaspe Shipping Reg'd in loading and unloading boats at the Port of Quebec (Investigating Officer: R. L. Fournier).

2. General Drivers, Warehousemen and Helpers, Local Union No. 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Empire Freightways Ltd., Winnipeg (Investigating Officer: W. E. Sproule) (application later withdrawn, see below).

3. International Longshoremen's Association, Local 375, on behalf of a unit of shed employees employed at the Port of Montreal by Atlantic & Gulf Stevedores Limited; Foley Stevedoring Company; Brown & Ryan Limited; Canadian Pacific Steamships, Limited; Cullen Stevedoring Company Limited; The Cunard Steam-Ship Company Limited; Eastern Canada Stevedoring Co. Ltd.; Empire Stevedoring Co. Ltd. and Sam Chados; Furness, Withy & Company Limited and Economic Stevedoring Corporation of Montreal, Limited; McLean Kennedy, Limited and the Montreal & St. John Stevedoring Co. Limited; and Wolfe Stevedores Limited, as represented by The Shipping Federation of Canada, Inc. (Investigating Officer: R. L. Fournier).

4. International Association of Machinists, on behalf of a unit of employees employed in the Catering Department of the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que. (Investigating Officer: C. E. Poirier).

5. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personnel employed aboard vessels operated by the Coast Cargo Services Ltd., Vancouver (Investigating Officer: G. H. Purvis).

6. Brotherhood of Railroad Trainmen, Glace Bay Lodge 684, on behalf of a unit of employees of the Sydney and Louisburg Railway Company, Glace Bay, N.S. (Investigating Officer: D. T. Cochrane).

7. Teamsters, Chauffeurs, Warehousemen and Helpers, Local No. 91, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees employed by MacGregor The Mover Limited, Kingston, Ont. (Investigating Officer: A. B. Whitfield).

8. General Drivers, Warehousemen and Helpers, Local Union No. 979, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees employed by East-West Transport Ltd., operating in and out of its Winnipeg Terminal (Investigating Officer: W. E. Sproule).

#### Applications for Certification Withdrawn

1. Line Drivers, Warehousemen, Pickup Men & Dockmen's Union, Local No. 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, White Pass & Yukon Route, Whitehorse, Y.T., respondent, and Brotherhood of Maintenance of Way Employees, intervener (L.G., Nov., p. 1149).

2. General Drivers, Warehousemen and Helpers, Local Union No. 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Empire Freightways Ltd., Winnipeg, Man., respondent (application received during month, see above).

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.



# Conciliation and Other Proceedings before the Minister of Labour

## Conciliation Officers Appointed

During October, the Minister of Labour appointed Conciliation Officers to deal with the following disputes:

1. Robin Hood Flour Mills Limited, Port Colborne, Ont., and Local 416 of the United Packinghouse Workers of America (Conciliation Officer: T. B. McRae).

2. Canadian National Steamship Company Limited (Pacific Coast Service), Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie).

3. Canadian Pacific Railway Company (Merchandise Services Department) and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: F. J. Ainsborough).

4. National Harbours Board (Churchill Harbour) and the Civil Service Association of Canada (Conciliation Officer: J. S. Gunn).

5. Upper Lakes Shipping Limited (Grain Elevator Division), Goderich, Ont., and Local 23736 of the Canadian Labour Congress (Conciliation Officer: T. B. McRae).

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

6. British Columbia Towboat Owners' Association (certain member companies) and Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: G. R. Currie).

7. Motor Transport Industrial Relations Bureau (certain member companies in Quebec) and Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: Rémi Duquette).

### Settlements Reported by Conciliation Officers

1. Canadian National Railways, Port of North Sydney, N.S., and Local 1259 of the International Longshoremen's Association (Conciliation Officers: H. R. Pettigrove and D. T. Cochrane) (L.G., Nov., p. 1150).

2. Pacific Stevedoring Contracting Company Limited, Prince Rupert, B.C., and Local 505 of the International Longshoremen's and Warehousemen's Union (Conciliation Officer: G. R. Currie) (L.G., Oct., p. 1040).

3. J. C. Malone and Company (1959) Limited and Three Rivers Shipping Company Limited, Three Rivers, Que., and Local 1846 of the International Longshoremen's Association (Conciliation Officer: Rémi Duquette) (L.G., Oct., p. 1040).

4. East-West Transport Ltd., Vancouver, and Local 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: G. R. Currie) (L.G., Sept., p. 921).

5. National Harbours Board (Churchill Harbour) and the Civil Service Association of Canada (Conciliation Officer: J. S. Gunn) (see above).

### Conciliation Boards Appointed

1. Frontenac Broadcasting Company (CKWS-TV) Kingston, Ont., and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (L.G., Oct., p. 1040).

2. Dominion Steel and Coal Corporation, Ltd., Dominion Shipping Division, Montreal, and Seafarers' International Union of North America, Canadian District (L.G., Sept., p. 921).

### Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in September to deal with a dispute between Guy Tombs Marine Services Limited and Davie Transportation Limited, Montreal, and Seafarers' International Union of Canada (L.G., Nov., p. 1151) was fully constituted in October with the appointment of G. D. LaViolette of Montreal as Chairman. Mr. LaViolette was appointed by the Minister in the absence of a joint recommendation from the other two members, John M. Wynn, C.A., and Jean G. Lariviere, both of Montreal, who were previously appointed on the nomination of the companies and union, respectively.

2. The Board of Conciliation and Investigation established in September to deal with a dispute between The Shipping Federation of Canada, Inc., Montreal, and Local 1657 of the International Longshoremen's Association (checkers and cargo repairmen) (L.G., Nov., p. 1151) was fully constituted in October with the appointment of His Honour Judge René Lippé of Montreal as Chairman. Judge Lippé was appointed by the Minister on the joint recommendation of the other two members, Raymond Caron, Q.C., and Louis Laberge, both of Montreal, who were previously appointed on the nomination of the Federation and union, respectively.

### Settlement after Strike after Board Procedure

Radio Station CJMS Limited, Montreal, and National Association of Broadcast Employees and Technicians (L.G., Oct., p. 1041). Work resumed October 17.

## Plant Closing Imminent, IAM Accepts Pay Cut

Threatened with closing of the plant because of disproportionately high operating costs, workers at the American Can Company in Geneva, N.Y., last month voted to accept a 25-cent-an-hour wage cut and to forgo a 12-cent-an-hour increase that would have gone into effect at the beginning of the last year of a three-year agreement. The 500 workers are represented by the International Association of Machinists.

A joint union-management statement said that a decrease in orders "had so drastically affected the shop's volume, cost and profit position in a highly competitive market" that it could continue operating only if costs were substantially lowered.

Earlier in the same week, workers at the Company's machine shop at San Francisco had voted to forgo the 12-cent raise. No decision on a wage cut was called for there.



## LABOUR LAW

### Legal Decisions Affecting Labour

Supreme Court of Canada rules Sunday operation of coin-operated laundries is illegal; in another decision declares enforcing of union boycott of third party is illegal. Ontario appeal court upholds power of arbitration board to award damages. Magistrate upholds hotel's right to dismiss workers on legal strike

In dismissing an appeal from the decision of the Ontario Court of Appeal, the Supreme Court of Canada ruled that the operation and use on Sunday by the public of coin-operated automatic laundries contravened the Lord's Day Act.

In another decision, the Supreme Court of Canada, confirming the judgment of the courts below, ruled that a union cannot declare and enforce the boycott of a third party, that a union member who was suspended from union privileges should be reinstated and that the union should pay compensation for illegal suspension and loss of earnings.

In Ontario, the Court of Appeal, in upholding the High Court's decision, ruled that the power of an arbitration board to award damages for breach of the collective agreement was inherent in the term of the collective agreement read as a whole and that arbitrators would fail in their duties if they refused to assess and award damages when violation of the agreement took place.

In Toronto, the Magistrate's Court, upholding the company's right to dismiss employees on legal strike, held that the right to strike is a common law right although subject to any change made by statute; that the Ontario Labour Relations Act, while restricting the right to strike, does not specifically provide for such right; and, that the common law requirement of the servant to terminate his individual contract by proper notice before ceasing to work was not changed by the Labour Relations Act.

#### Supreme Court of Canada...

...rules owner of coin-operated laundry open on Sunday is guilty of contravening Lord's Day Act

On June 26, 1961, the Supreme Court of Canada upheld, with one judge dissenting, the decision of the Ontario Court of Appeal to the effect that the owner of a coin-operated automatic laundry open on Sunday was guilty of carrying on business of his ordinary calling on Sunday within the meaning of Section 4 of the Lord's Day Act.

The circumstances of the dispute, as related in the reasons for judgment, were as follows.

The accused, the owner of an automatic laundry business, operated two establishments in Sarnia, Ont., which remained open and in use by the public on a Sunday. Both establishments contained automatic washing machines and dryers which customers could operate automatically by inserting a coin in a slot. The soap and bleach were supplied by the customers, but the water and electricity were furnished by the accused.

On Sunday, November 22, 1959, two policemen entered the establishments in question, the doors of which were unlocked. There was a sign on a wall with instructions as to the operation of the machines and a pay telephone to which was attached a card giving telephone numbers to be called in case of emergency. A number of persons were present and there were a number of machines in operation. Neither the owner nor any of his servants or agents were present at the premises.

The owner of the business was charged with carrying on business on Sunday contrary to Section 4 of the Lord's Day Act. This section is as follows:

It is not lawful for any person on the Lord's Day, except as provided herein, or in any

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This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

provincial Act or law now or hereafter in force, to sell or offer for sale or purchase any goods, chattels, or other personal property, or any real estate, or to carry on or transact any business of his ordinary calling, or in connection with such calling, or for gain to do, or employ any other person to do, on that day, any work, business, or labour.

The accused was tried in Magistrate's Court and was acquitted. Then the informant appealed to the County Court. The County Judge also dismissed the charges, as he did not find that the accused was carrying on business on Sunday, November 22, 1959.

"He [the accused] was not, either by himself or by his servants or employees, devoting any time, attention or labour to the business of washing clothes. The very nature of the machines used for that purpose rendered his time, attention or labour unnecessary on that day. He did not give attention or perform labour for the maintenance or furtherance of the undertaking nor devote time to the accomplishment of its objects."

Afterwards, the informant was granted leave to appeal to the Court of Appeal on the ground that the County Judge erred in law in the interpretation of the words "to carry on or transact any business of his ordinary calling" as they appear in Section 4 of the Lord's Day Act. On October 17, 1960, the Court of Appeal for Ontario allowed the appeal and found the accused guilty as charged.

Then the owner of the business applied for and was granted by the Supreme Court of Canada leave to appeal the judgment of the Court of Appeal on the grounds: (1) that the Court of Appeal erred in law in holding that the accused was carrying on or transacting any business of his ordinary calling within the meaning of the Lord's Day Act; (2) that the Court of Appeal erred in law in holding that the fact that neither the accused nor his servants or agents were on the premises to take part in or supervise the conduct of the automatic laundry was irrelevant; and (3) that the Court of Appeal erred in holding on the evidence that the operation of a coin-operated automatic laundry was the ordinary calling carried on by the accused, the evidence being silent on this question.

In the Supreme Court of Canada, Chief Justice Kerwin, in his reasons for judgment, noted that there was in the record a licence issued to the accused enabling him "to use and exercise the calling and business of keeper of a laundry..." There was also a certified copy of a declaration under the Partnership Registration Act of Ontario showing that the accused had carried on and

intended to carry on a coin-operated laundry business. In the Chief Justice's opinion, the only important argument to be settled was whether the accused was a person who carried on or transacted any business of his ordinary calling on Sunday within the meaning of Section 4 of the Lord's Day Act.

The evidence adduced showed that the accused was carrying on business on Sunday, November 22, 1959, that was "of his ordinary calling." Even in the absence of the accused or any of his servants or agents on the premises, he was carrying on business on the Sunday in question. Presuming that on Sunday he would not go or send someone to either establishment in order to collect the money that had been deposited in the slot machines and that he or his servant or agent would not go on a Sunday to repair any of the machines, what he did in the ordinary acceptance of the term was carrying on a business of his ordinary calling. For these reasons, Chief Justice Kerwin held that the appeal should be dismissed.

Mr. Justice Locke, in his reasons for judgment, noted that the carrying on of the business in question was entirely automatic. Whether either the accused or anyone on his behalf was present on the premises during the week had not been shown. On the Sunday referred to in the charges, neither the accused nor anyone on his behalf was there and the question before the Court to determine was whether, by reason of this, the accused was not carrying on or transacting any business of his ordinary calling on the Lord's Day within the meaning of Section 4 of the Lord's Day Act.

In Mr. Justice Locke's opinion, the situation did not differ in any respect from that which would arise if the proprietor of a self-service grocery store left his premises open and unattended on Sunday, thus inviting the public to enter and to purchase the goods at the marked price. Such conduct would no doubt fall within the prohibition of Section 4 of the Act. The presence or absence of the proprietor or his servants was an irrelevant circumstance in the situation disclosed by the evidence in the case at bar.

Further, Mr. Justice Locke noted that the County Judge, in acquitting the accused, relied upon a passage in a judgment of Laidlaw J. A. in *Re Pszon* (1946) O.R. 229, 2 D.L.R. 507, in which the judge expressed his opinion as to what constituted carrying on business within the meaning of the Bankruptcy Act. In the passage referred to, it was said that a person who devoted



no time or attention or labour to the working or conduct of the affairs of an enterprise does not carry on the business of that enterprise. However, in the case at bar, Mr. Justice Locke stated, the accused actively carried on this business throughout every day of the week, merely absenting himself from the premises on Sunday. Therefore, the decision in *Re Pszon* was not applicable to the case under review. If it were applicable, the operator of the self-service grocery store above mentioned would not be carrying on business. In his opinion, the evidence given before the County Court Judge was sufficient to establish that the businesses carried on by the accused were those of his ordinary calling. He would dismiss the appeal.

Mr. Justice Cartwright, in his dissenting opinion, held that on the facts found by the County Court Judge, the latter was right in law in holding that the accused was not carrying on business of his ordinary calling on the Sunday in question within the meaning of Section 4 of the Act. In his opinion, the purpose of the Lord's Day Act is to prevent people from working on Sundays. Therefore, to come within the words "carry on business" in Section 4 of the Act, there must be some act of a positive nature, the doing of something. In the case at bar, the evidence shows that on the Sunday in question, neither the accused nor any employee of his did anything at all in connection with the laundry business. The Lord's Day Act forbids actions, it does not forbid omissions. On its true construction, Section 4 of the Lord's Day Act makes the doing of some act on Sunday an essential ingredient of an offence against the section. Mr. Justice Cartwright would allow the appeal, set aside the judgment of the Court of Appeal and restore the judgment of the County Court Judge.

The Court, by a majority 8 to 1, found the accused guilty of carrying on the business of his ordinary calling on Sunday contrary to the provisions of Section 4 of the Lord's Day Act and dismissed his appeal. *Lewis E. Gordon and Her Majesty the Queen*, (1961), S.C.R. p. 592.

### Supreme Court of Canada...

...rules that a trade union does not have the power to order or enforce boycott of third party

On June 26, 1961, the Supreme Court of Canada confirmed, by unanimous decision, the ruling of the lower courts to the effect that the Seafarers's International Union of North America, Canadian District, has no power under its constitution to coerce its members, by threat of suspension of the

right to obtain work, to boycott a third party. Further, the Supreme Court held that all proceedings taken in this connection by the union against the member were null and void and he was entitled to compensation for the damages sustained and to reinstatement into the union's membership.

Mr. Justice Fauteux, delivering the judgment of the Court, recalled briefly the circumstances of the dispute. In July 1957, the Seafarer's International Union of North America, Canadian District, passed a resolution at a "headquarters' meeting" that ordered its members to refrain from patronizing the York Hotel in Montreal and threatened to prefer union charges against anyone failing to comply with this order. About two weeks later, Stern, a member in good standing of the union, was seen in the beverage room of the York Hotel consuming beer. Thereafter, he was formally charged, tried and found guilty by a "trial committee" of (1) having violated the order of boycott and (2) having failed to surrender his membership certificate.

The committee recommended his suspension from all union privileges for a period of one year and the payment of a fine of \$200. These findings and recommendations were subsequently approved at a headquarters' meeting. Stern appealed the decision but the union claimed that the notice of appeal was never received.

Stern then took action against the union and asked the court (1) to set aside, as irregular, null and void, all the proceedings and decisions of the union; (2) to order the union to reinstate him in all his union privileges, and (3) to condemn the union to pay him \$2,000 as compensation for illegal suspension and loss of earnings.

The Superior Court found that the union had no power, expressed or implied, to order and enforce such a boycott, and no right or power to impose penalties. The Court ordered the union to reinstate Stern in all his privileges and pay him compensation as claimed.

The Court of Queen's Bench dismissed the union's appeal and concurred in the view that the union had acted beyond its constitutional powers when making the order of boycott and imposing on Stern the sanctions for his failure to comply with it (L.G., Nov. 1960, p. 1166). The Queen's Bench decision was appealed by the union.

Mr. Justice Fauteux noted that the union in question was a voluntary association of persons having, as a group, no legal entity.

In his opinion, the question before the court to decide was twofold, whether the union did have, according to its constitution,

the power to order a boycott of a third person and, if it did, whether it could, under the law, attribute to itself such a power.

The union claimed the power to order a boycott of a third person, arguing that Article 1 of the union constitution entitled "Name and Powers" gave it unlimited legislative, executive and judicial powers. In the opinion of Mr. Justice Fauteux, however, the exact meaning of Article 1 should be construed by linking it with the opening statement of the constitution called "Preamble," where are enumerated the principles for the promotion of which the union has been established.

The declared object of the association is to attend to such matters as relationship between members, between them and their employers, and between the union and other labour organizations; labour conditions, promotion of skill and seamanship, and the betterment of legislation concerning seamen. There is, however, nothing in this declaratory part of the constitution suggesting that the freedom possessed by a member of the union, like any other member of the public, to patronize a commercial establishment was one of the matters within the jurisdiction of the union to attend and regulate. Mr. Justice Fauteux agreed with the courts below that the union had no power, expressed or implied, to order and enforce such a boycott.

Mr. Justice Fauteux also expressed doubts whether a trade union could attribute to itself the power to coerce, by threats of suspension of the right to obtain work, its present or future members, who are virtually forced to maintain union membership in order to maintain employment, to boycott third parties in the exercise of their calling for reasons and in circumstances such as those in the case under review. The criminal law granted immunity to trade unions from prosecution for agreement in restraint of trade. But this is a qualified immunity which flows from a policy designed to promote legitimate endeavours of the working classes. This special immunity would not operate in cases of combinations absolutely foreign to such endeavours and of which the end or the means are unlawful. Concluding this part of the judgment, Mr. Justice Fauteux stated that Stern was entitled to the order setting aside, as being null and void, all the proceedings taken by the union in pursuance of its resolution to boycott the York Hotel, and to the compensation granted for loss and damage sustained.

Finally, Mr. Justice Fauteux considered whether *mandamus* proceedings were applicable against an unincorporated union such as the SIU to compel it to reinstate a member in all his privileges as a member of the union.

The circumstances in which *mandamus* proceedings may be used are dealt with in Article 992 of the Quebec Code of Civil Procedure, which reads:

If there is no other remedy equally convenient, beneficial and effectual, a *mandamus* lies to enforce the performance of an act or duty in the following cases:

1. Whenever any corporation or public body omits, neglects or refuses to perform any act or duty incumbent upon it by law;
2. Whenever any corporation omits, neglects or refuses to make any election which by law it is bound to make, or to recognize such of its members as have been legally chosen or elected, or to reinstate such of its members as have been removed without lawful cause;
3. Whenever any public officer, or any person holding any office in any corporation, public body, or court of inferior jurisdiction, omits, neglects or refuses to perform any duty belonging to such office, or any act which by law he is bound to perform;
4. Whenever any heir or representative of a public officer omits, refuses or neglects to do any act which, as such heir or representative, he is by law obliged to do;
5. In all other cases in which the plaintiff is interested in requiring the performance of any act or duty which is not of a merely private nature.

In *Comtois v. L'Union Locale 1552 des Lambrisseurs de Navires*, (1948), Que. K.B. 671, the Court of Appeal, relying on the "Act to facilitate the exercise of certain rights" of 1938 (reproduced in Ss. 28 and 29 of the "Special Procedure Act", R.S.Q. 1941, c. 342) answered that question affirmatively. The statute relied on allows a group of persons, like the union in the case at bar, which, as a group, has no collective civil personality recognized by law, to be sued in the name of one of the officers, at the ordinary or recognized office of the group, or collectively under the name by which they are commonly designated or known. Mr. Justice Casey on that occasion said:

It cannot be denied therefore, that the statute gave to such groups generally, an existence separate and distinct from that of its individual members.

This legal existence and this availability of assets evidence the intention of the Legislature that these groups should be as amenable to the Courts as any artificial person, should one seek to exercise against them "any recourse provided by the laws of the province". This in my opinion is sufficient to make such a group subject to par. 2 of art. 992 C.P., and to expose it to the sanction of 1001 of the same Code.



Mr. Justice Fauteux understood this statement as saying that these groups are thus given a status equal to that of a corporation, with the consequence that a voluntary unincorporated trade union is to be treated as if it were, for all legal purposes, a corporation subject to the restraints and disabilities imposed by law upon artificial persons. In the opinion of Mr. Justice Fauteux, however, this view is in conflict with that expressed by the Supreme Court of Canada in *International Ladies Garment Workers Union et al. v. Rothman* (1941) 3 D.L.R. 434. On that occasion Mr. Justice Rinfret said:

The statute does not purport to incorporate the groups or persons therein described, nor does it purport to confer upon them a collective legal personality. It does exclusively what is therein stated: It allows persons who have claims against them to summon them in the name of one of the officers thereof, at the ordinary or recognized office of the group, or collectively under the name by which they are commonly designated or known.

Mr. Justice Fauteux noted that while the question of the status of unincorporated groups under Ss. 28 and 29 of the Special Procedure Act does not seem to be settled in the Provincial Court, and the matter is there still debated, so far as the Supreme Court of Canada goes, the matter has been finally disposed of by what was said in the *International Ladies Garment Workers Union v. Rothman*.

Further, Mr. Justice Fauteux noted that in 1960 the provisions of the 1938 statute were incorporated in the Code of Civil Procedure as Section 81a, and on the same occasion, Section 81b was added to the Code. The latter gives the right to such group of persons, which constitutes an association of employees within the meaning of the Labour Relations Act, to act as plaintiff in judicial proceedings. In the opinion of Mr. Justice Fauteux, nothing in Section 81b can affect the conclusion reached in the Supreme Court with respect to Section 81a in *International Ladies Garment Workers Union v. Rothman*.

These amendments to the general law are inapt to give to these groups a legal entity separate from that of their members. The object of these amendments, according to Mr. Justice Fauteux, is to allow them to sue or to be sued, and permit that the judgment which might be rendered against them be executory against all the moveable and immoveable property of the group. To this extent only was the general law altered.

Hence, Mr. Justice Fauteux stated, *mandamus* proceedings against the SIU could not be justified on the basis of the provisions of Section 2 of Article 992. He pointed out,

however, that Section 5 of that Article authorizes *mandamus* "in all other cases in which the plaintiff is interested in requiring the performance of any act or duty which is not of a merely private nature." The nature of the act or duty may be determined by the nature of the right of which one is seeking active recognition.

The right sought in the case at bar was the right of reinstatement in all union membership privileges. Union membership for members of the working classes is now a requisite to obtain work. In cases of closed shop, this requisite is essential, and virtually so in nearly all other cases. This is recognized in labour and industrial laws. The right involved in the case at bar is the right which Stern shared with any other member of the working classes to maintain himself in a position to obtain work and, for all practical purposes, it is the right to earn his living. And those who exercise a control over union membership hold, toward the working classes, a position which the law effectively raises above the level of a merely private nature.

In these circumstances, Mr. Justice Fauteux added, the right claimed by Stern and the duty required to be performed by the union could not be of a merely private nature. Consequently, *mandamus* proceedings were justified under Section 5 of Article 992 and Stern was entitled to the order of reinstatement made in the Superior Court and affirmed in the Court of Appeal. The Court dismissed the union's appeal. *Seafarer's International Union of North America (Canadian District) v. Stern* (1961), 29 D.L.R. (2d), Part 1, p. 29.

### Ontario Court of Appeal...

...upholds ruling that arbitration board has the power to award damages for breach of agreement

On April 6, 1961, the Ontario Court of Appeal dismissed the appeal of Local 16-14 of the Oil, Chemical and Atomic Workers' International Union from a judgment of Chief Justice McRuer of the Ontario High Court, who dismissed an application for *certiorari* to quash a labour arbitration award and ruled that the union had the capacity to incur liability for damages, and that it was within the power of the arbitration board to award and assess damages for violation by the union of a no-strike clause in the collective agreement, even though such power was not expressly stated therein (L.G., April, p. 379).

In dismissing the union's appeal, the Court was in agreement with the reasons expressed by the Chief Justice of the High Court. In

addition, the Court held that the jurisdiction or power of the board of arbitration to assess damages could be spelled out from the very terms of the collective agreement itself read as a whole. This is confirmed, the Court added, by the compulsory atmosphere in which, according to the Industrial Relations and Disputes Investigation Act, the parties are required to bargain collectively in good faith and, in concluding a collective bargaining agreement, to include a provision for the final settlement without stoppage of work of all differences between the parties concerning the meaning of the agreement or violation thereof.

Further, in the opinion of the Court, the arbitrators would be remiss in their duties under the submission to them if they did not proceed to assess and award compensation for the violation of the agreement that they have found to have taken place. The appeal was dismissed. *Re Polymer Corporation & Oil, Chemical & Atomic Workers International Union, Local 16-14*, (1961), 28 D.L.R. (2d), Part 2, p. 81.

### Magistrate's Court, Toronto...

...upholds the right of an employer to discharge from employment workers on strike legally called

On October 18, 1961, Magistrate Elmore of the Magistrate's Court of Toronto dismissed the charges against the Canadian Pacific Railway Company for breach of the Labour Relations Act by dismissing from employment the employees of the Royal York Hotel in Toronto who were on strike called according to the provisions of the Labour Relations Act.

A collective agreement between Local 299, Hotel and Club Employees' Union of the Hotel and Restaurant Employees' and Bartenders' International Union and the Royal York Hotel in Toronto expired on August 16, 1960, and the parties unsuccessfully tried to negotiate a new agreement. On April 24, 1961, once the statutory seven days following the report of conciliation services elapsed, the union called a strike.

On June 26, 1961, the management of the hotel sent to the employees on strike a letter advising them either to return to work or to resign. Further, the management added that a failure to send the requested notification to the hotel personnel office by July 15, 1961 would result in dismissal effective July 16, 1961.

On July 18 a further letter was sent by the hotel to the persons on strike notifying them that, as the result of their failure to indicate their availability for duty or other-

wise, their employment record at the Royal York Hotel had been closed effective July 16, 1961.

Following the dismissal of the employees on strike, the union brought two charges against the Canadian Pacific Railway Company, the owner of the Royal York Hotel. The first charge was that, contrary to Sections 50(a) and 69(1) of the Labour Relations Act, the company unlawfully refused to continue to employ certain of its employees who were exercising a right under the Labour Relations Act, the right to participate in a lawful strike; the second charge was that the company unlawfully sought, by threats of dismissal, to compel certain of its employees to cease to exercise their rights under the Labour Relations Act, namely the right of such employees to participate in a legal strike, contrary to Section 50(c) and Section 69(1) of the Act.

The relevant sections of the Labour Relations Act read as follows:

- S. 1(2) For the purpose of this Act no person shall be deemed to have ceased to be an employee by reason only of his ceasing to work for his employer as the result of a strike.
- S. 3 Every person is free to join a trade union of his own choice and to participate in its lawful activities.
- S. 50(a) No employer shall refuse to continue to employ a person because the person was or is a member of a trade union or was or is exercising any other rights under this Act.
- S. 50(c) No employer shall seek by threat of dismissal to compel an employee to become or refrain from becoming, or to continue to be or cease to be a member or officer or representative of a trade union, or to exercise any other rights under this Act.
- S. 54(1) Where a collective agreement is in operation no employee bound by the agreement shall strike.
  - (2) Where no collective agreement is in operation, no employee shall strike until a trade union has become entitled to give and has given notice under Section 40, and conciliation services have been granted and seven days have elapsed after the report of the conciliation board or mediator has been released by the Minister to the parties.

In the Magistrate's opinion, there is no section of the Act specifically giving the right to strike. Different sections of the Act restrict the right to strike, as, for example, when there is a collective agreement and during conciliation and seven days thereafter.

Further, the Magistrate added that the right to strike is a common law right and can be exercised only as it could at common law, subject to any change made by



the statute. Section 54(2), which provides that no employee shall strike until after conciliation and seven days thereafter, presupposes that there would be a right to strike but, in the Magistrate's opinion, it does not mean that the employee could strike after such lapse of time unless by the common law such right to strike existed.

At the time of the strike, there was no collective agreement in existence, and the relationship between the employees and the CPR Hotel were, in the opinion of Magistrate Elmore, such as exist under the Master and Servant law. In his view, no strike could have properly been called nor could the employees in question cease to work unless or until they terminated their individual contracts by proper notice.

At the time of the commencement of the strike and the cessation of work, the employees in question were working under

individual, express contracts or such as the law would presume from their working and receiving wages. The Magistrate was not aware that the Labour Relations Act, in adopting the common law with the amendments it has made, has in any way altered the common law requirement of the servant to terminate his individual contract before ceasing to work. Consequently, the employees in question had no right to strike and cease work and, by so doing, they ceased to be the employees of the Royal York Hotel, or in any event could be discharged in the manner in which they were.

In conclusion, Magistrate Elmore dismissed both charges. *Local 299, Hotel and Club Employees Union, A.F.L.-C.I.O.-C.L.L. of the Hotel and Restaurant Employees and Bartenders International Union v. the Canadian Pacific Railway*, Canadian Labour Law Reports, Oct. 23, 1961, para. 15,372.

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## Recent Regulations under Provincial Legislation

Prince Edward Island issues first minimum wage order, establishing minimum weekly rates for waitresses and for female restaurant cashiers in Summerside

A comprehensive minimum wage order made by the Prince Edward Island Labour Relations Board, the first to be issued in this province, sets a weekly minimum of \$21 for waitresses in Summerside and a five-mile radius and of \$23 for female restaurant cashiers. The order dealt also with overtime, part-time work, statutory holidays, sick leave and annual vacations.

In Ontario, the fur industry was designated an industry under the Industrial Standards Act and was also declared to be an interprovincially competitive industry. Regulations under the Ontario Energy Act placed new obligations on gas distributors.

Other regulations deal with grievance procedures under the British Columbia Civil Service Act and courses of instruction in barbering, hairdressing and beauty culture trade schools in Alberta.

### Alberta Trade Schools Regulation Act

An amendment to the regulations under the Alberta Trade Schools Regulation Act provides that the course of tuition in the barbering trade must comprise 1,000 hours of instruction. Previously, the requirement was six months but no minimum number of hours was set.

In the case of hairdressing and/or beauty culture, the course of instruction is 1,400 hours of instruction as before, but the

course does not have to be given within an eight-month period, which was the previous requirement.

### British Columbia Civil Service Act

New regulations under the British Columbia Civil Service Act setting out a new procedure for dealing with grievances of civil servants were gazetted as B.C. Reg. 159/61 on October 19.

The new regulations apply to civil servants, all employees of her Majesty in the right of the Province, and employees of the Liquor Control Board and the British Columbia Toll Highways and Bridges Authority.

Under the new regulations, grievances may be dealt with at three levels, the department, the Civil Service Commission or the Board of Reference. Individual employees, groups of employees or a committee elected by an employees' association may make representations to an official designated by the deputy minister or other responsible officer or, if no such person is designated, to the deputy minister or other official having general supervision over the department or branch. After this official has made a decision, further representations may be made to the Chief Personnel Officer of the Civil Service Commission. If not

satisfied with the latter's decision, the employee group or committee may apply for a review by the Commission.

The Civil Service Commission is authorized to review all matters affecting the general welfare and conditions of employment as well as grievances affecting one or more employees. Matters of general concern must be dealt with separately, however, and any findings or recommendations must be sent to the Treasury Board.

Decisions of the Civil Service Commission may be appealed to a three-member Board of Reference comprising a nominee of the aggrieved party, one person nominated by the Commission, and a nominee of the Executive Council as Chairman. Representations may also be made directly to the Board.

In the case of individual appeals, the decision of the Board of Reference is final and binding. If the matter is one affecting the general welfare and conditions of employment of employees, the Board must report its findings and recommendations to the Treasury Board.

### Ontario Industrial Standards Act

The fur industry was designated an industry under the Ontario Industrial Standards Act by O. Reg. 315/61, gazetted October 14.

In the regulation, the fur industry is defined as all work done in the manufacture, repair or remodelling of fur coats, jackets or other fur garments or fur neck-pieces, collars, cuffs, or other fur pieces. It does not cover work done in premises where fewer than six persons are employed in the fur industry nor work in connection with imitation or simulated fur.

Another regulation gazetted the same day, O. Reg. 316/61, declared the fur industry an interprovincially competitive industry. This means that the Industry and Labour Board may approve provisions, in any schedules issued for the fur industry, for the collection of assessments from employers and employees in the industry to provide revenue for 'the enforcement of the schedules.

Previously, the Board had designated the following as interprovincially competitive industries: the ladies' dress and sports-wear industry, the men's and boys' clothing industry, the men's and boys' hat and cap industry, and the millinery industry.

### Ontario Energy Act

Amendments to regulations relating to the consumption of gas and fuel oil under the Ontario Energy Act provide for stricter control by the distributor of certain hazards,

which are now specified, and substitute new rules in place of several provisions of applicable C.S.A. codes. The regulation, 319/61, was gazetted October 14.

The regulations now forbid any person to supply gas to or use any gas appliance that has been inspected by the distributor that supplies the gas, if the products of combustion of the appliance are unsafe; this prohibition also applies if there are flammable vapours or explosive mixtures where the appliance is installed and it is not approved for operation under those conditions.

Definite obligations are now placed upon the gas distributor. If on inspection of a gas appliance and its installation he discovers certain specified hazards, he is required to notify the user of the appliance that defects must be corrected within ten days. The distributor is forbidden to supply gas to the appliance, and no person may use it, until corrections are made.

The hazards specified are as follows: an appliance not used for the proper purpose; any device, attachment, alteration or deterioration that might impair combustion or venting of an appliance; any unsafe condition caused by deviation from regulations governing venting or the supply of air for combustion; excessive surface temperature of adjacent material due to the operation of an appliance, or because clearances do not conform to the Code; piping material not in compliance with the Code.

The new regulations also have substituted rules in place of certain provisions of C.S.A. B149-1958, *Installation Code for Gas Burning Appliances*. These changes relate to the purging of gas lines and the ventilation of space occupied by gas burning equipment.

New requirements are also set out with respect to the supplying of fuel oil. Crankcase oil may now be supplied as fuel oil subject to specified conditions.

### Prince Edward Island Women's Minimum Wage Act

The first minimum wage order to be issued in Prince Edward Island was gazetted October 21, establishing a minimum weekly wage of \$21 for waitresses in Summerside and of \$23 for women restaurant cashiers, with lower rates for learners.

The Women's Minimum Wage Act, which was enacted in 1959 and covers all female employees except farm workers and domestic servants, authorized the Labour Relations Board established under the Trade Union Act to fix minimum rates for women, subject to the approval of the Lieutenant-Governor in Council.



In September, the Labour Relations Board announced that a group of waitresses in the Summerside area had asked that a minimum wage be established and that hearings were being held.

The inquiry was completed in the early part of October and an order drawn up by the Board was approved by the Lieutenant-Governor in Council by Minute-in-Council No. 767/61 on October 12. It went into force November 1, ten days after date of publication.

The order is quite comprehensive. In addition to the rates referred to above, it sets rates for overtime and part-time work and also deals with hours, meals, uniforms, statutory holidays, sick leave with pay, annual vacations and pay periods.

The order applies to all restaurant waitresses and restaurant cashiers in the town of Summerside and within a five-mile radius of the Town Hall of Summerside. Restaurant is defined in the order as a "public eating house where meals, lunches or either of them are offered to the public for gain."

As indicated above, the order sets lower rates for learners. During a 60-day probationary period the minimum for waitresses in this area is \$18 a week and for restaurant cashiers \$20. After the expiration of this probationary period, waitresses must be paid at least \$21 a week and restaurant cashiers \$23.

In addition to the minimum wage, waitresses and restaurant cashiers must be given a free, full course meal for every four hours worked, the choice of meal being left to the discretion of the employer.

The rates fixed by the order are payable for a maximum work week of 48 hours or for the normal number of hours worked in the establishment if less than 48. Any hours worked in excess of 48 in a week or in excess of the normal work week if less than 48 are to be considered overtime and must be paid for at the rate of time and one-half. The order also stipulates that time spent on the premises on call or waiting for work is to be counted as time worked.

To calculate an hourly rate, the weekly minimum wage must be divided by 48 or by the usual number of hours worked in the establishment if less than 48.

The order contains a provision stating that all part-time waitresses and cashiers must receive at least four hours' pay in any day even though they work less than four hours.

If the employer requires waitresses or cashiers to wear uniforms or other special apparel he must supply them without charge to the employees and may not make any deductions from the minimum wage for the purchase, use or laundering of uniforms or wearing apparel.

The employer is prohibited from making deductions from the minimum wage for time not worked because of a statutory holiday, if the waitress or cashier works the scheduled days in the week during which the holiday occurs, or, if the holiday falls on a Monday, works the last scheduled working day before the holiday. A waitress or cashier who works on a statutory holiday must be given one day off within the next 14 days, the order further providing that the statutory holiday or the day in lieu thereof is to be considered a working day for purposes of the order.

Provision is made for sick leave with pay. The order stipulates that sick leave is to be available and is to accumulate at the rate of one day for each month of employment up to a maximum of 14 days. No deduction from wages may be made by the employer for time lost due to sickness in excess of one day provided the waitress or cashier produces a doctor's certificate verifying the illness. The order further provides that no compensation is payable for the first day's illness.

The order also provides for an annual paid vacation. After one year of continuous employment, waitresses and cashiers in Summerside and in a five-mile radius are to be given a week's vacation with full pay and, after two years' continuous service, two weeks.

A final provision states that wages are to be paid promptly at regular intervals not exceeding two weeks.

## Saskatchewan Employee Pension Plans Registration and Disclosure Act, 1961

At the 1961 session of the Legislature, Saskatchewan enacted the Employee Pension Plans Registration and Disclosure Act, 1961, which provides for compulsory registration of employee pension plans and requires every trustee to furnish every employer, employee or trade union concerned with a description of the plan and with an annual report.

The Act went into force on March 30, the date of Royal Assent. The Minister of Labour is responsible for its administration, with authority to appoint a registrar to carry out the purpose of the legislation.

Saskatchewan is the first province to adopt a special statute of this type, but one other province, Ontario, has made some provision for the registration of employee pension plans under other legislation. A 1960 amendment to the Ontario Labour Relations Act authorized the making of regulations requiring the filing with the Department of Insurance of audited financial statements of pension or welfare funds operated for the benefit of employees. Regulations issued in October 1960 (Reg. 399 of Revised Regulations of Ontario, 1960) provide that, upon request of the Superintendent of Insurance, an audited financial statement of the affairs of such funds must be filed with the Department of Insurance. The statement must show how the funds are administered, the basis on which contributions to the fund and payments from it are made, and the assets, liabilities, income and expenditures for the last fiscal year.

In the Saskatchewan Act, employee pension plan is broadly defined as any "plan, fund, trust or program heretofore or hereafter established by an employer or an organization of employees, or both, in respect of which funds are obtained in whole or in part through contributions by employers or employees, or both, for the purpose of paying or providing for annuities, severance pay or service pay, or making other payments, whether by lump sum or otherwise, or providing other benefits at or after retirement, to or for employees or former employees of one or more employers, or to or for members of an organization of employees, their families, dependants or beneficiaries, or any or all of them and includes any profit-sharing plan that provides benefits at or after retirement."

The new Act requires every trustee (any person, group, pension board, committee, firm or association that is charged with or has the general power of management of an employee pension plan) to furnish the registrar with a statement setting forth particulars of the plan. The time limit for filing, the form of the statement and the details to be given are to be prescribed by regulation.

Upon receipt of the required statement, the pension plan will be registered.

In addition to registering, trustees of employee pension plans are also obliged to provide the participants with information regarding the pension plans. A description of the plan and an annual report must be sent to every employee covered by the plan, every employer who contributes to the plan and every employees' organization that is a party to an agreement establishing the plan. The details to be given are to be set out in regulations, which may also require trustees to file an annual report with the registrar.

Provision is made for some exceptions from the registration and disclosure requirements. The Minister may, by order, exempt any designated trustee from these provisions and the Lieutenant-Governor in Council is authorized to exempt a particular class of employee pension plans for a specified period.

As an aid to enforcement, the registrar is empowered to inspect records and obtain information. With the written permission of the Minister, the registrar or his authorized representative may inspect books, documents or other records pertaining to an employee pension plan and may require any employer, trustee, person, or employees' organization to provide whatever information is necessary to determine whether the legislation is being complied with.

In addition, the registrar may examine under oath any trustee of an employee pension plan, any employee of the trustee or any person having custody of records relating to an employee pension plan.

Any person who fails to comply with the legislation or who obstructs or interferes with the registrar or his representative in the course of his duties is guilty of an offence and, on summary conviction, is liable to a fine of from \$25 to \$100 and to an additional fine of \$5 for each day the offence continues. Any prosecution must be instituted within one year after the commission of the alleged offence.



# UNEMPLOYMENT INSURANCE

## Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants for unemployment insurance benefit at end of September same as month before but 18 per cent below total year earlier, statistics\* show. Total of initial and renewal claims also unchanged from month earlier

Claimants† for unemployment insurance benefit on September 29 numbered 229,200. This number was practically the same as on August 31 but 18 per cent less than the total of 279,500 on September 30, 1960.

Males accounted for nearly two thirds of the year-to-year decline.

Initial and renewal claims for benefit during September amounted to 122,000, a total unchanged from that of the previous month but 14 per cent below the figure of 142,000 in September 1960.

The average weekly number of beneficiaries in September was estimated at 173,200, compared with 186,600 in August and 222,700 in September last year.

Benefit payments totalled \$16.1 million in September, \$18.9 million in August, and \$21.2 million in September 1960.

The average weekly benefit payment was \$23.22 in September, \$22.98 in August and \$22.65 in September 1960.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for September show that insurance books or contribution cards had been issued to 4,660,517 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1961.

At September 30, employers registered numbered 333,381, an increase of 685 since August 31.

\*See Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

### Enforcement Statistics

During September, 8,809 investigations were conducted by enforcement officers across Canada. Of these, 5,085 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 206 were miscellaneous investigations. The remaining 3,518 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 198 cases, 77 against employers and 121 against claimants.\* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 1,453.\*

### Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in September totalled \$27,731,622.92 compared with \$28,939,859.40 in August and \$27,335,026.34 in September 1960.

Benefits paid in September totalled \$16,082,314.72 compared with \$18,865,698.04 in August and \$21,186,259.61 in September 1960.

The balance in the Fund on September 30 was \$142,495,378.69; on August 31 it was \$130,846,070.49 and on September 30, 1960 it was \$319,476,441.77.

\*These do not necessarily relate to the investigations conducted during this period.

# Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1881, September 29, 1961

**Summary of the Main Facts:** The claimant, 66 years of age, who had worked for the A..... Company since 1925, retired on January 29, 1960. He received his full wages until July 31, 1960, in lieu of accumulated sick pay credits. He had been employed as a troubleman and his rate of pay was \$88.65 a week.

On August 2, 1960, he filed an initial application for benefit and was registered for employment in his former occupation. The claim was allowed.

On March 20, 1961, he made application to have his claim antedated to May 1, 1960, for the following reasons:

When I was retired from the [A..... Company] I was told by the [Company] not to bother applying for U.I.C. benefit for six months. That same week, in February 1960, I came into this office to have this instruction by my employer confirmed by your office. I was referred to Mr. X..... on the 6th floor, who also instructed me to stay away for six months since my cumulative sick pay would have to be declared as earnings and, therefore, I could not collect any benefit for six months. I came in here exactly six months later and filed a claim. I am requesting payment for the limit of 13 weeks antedating.

On April 21, 1961, the insurance officer notified the claimant, by letter, that on the information presented, he was not entitled to have his claim for benefit antedated to May 1, 1960, in that he had not established good cause for delay in making his claim (section 46(3) of the Act and Regulation 150).

On April 24, 1961, the claimant appealed to a board of referees.

In a memorandum to the regional claims officer dated May 4, 1961, the official referred to in the claimant's application of March 20 stated:

...I have no direct recollection at this time of my interview with [the claimant] because the interview took place over a year ago and at that time I interviewed and talked to a large number of persons during the course of each day.

It is possible during this type of interview I would discuss with the person involved the effect of his declaration of earnings on any possible benefit and would explain that if the earnings declared exceeded his allowable earnings plus the rate of benefit established he would not receive payment for the weeks during which this occurred. I cannot say that this was discussed with [the claimant]. However, I can state that never would I refuse to accept a person's application for benefit. I believe [the claimant] has misconstrued our possible conversation about the effect of earnings on the payment of benefit as a refusal to accept a claim. This is not the case at all.

A board of referees, which heard the case in Toronto on May 29, 1961, by a unanimous decision allowed the claimant's appeal and rescinded the decision of the insurance officer. The board's decision reads:

The claimant was present at the hearing and gave oral evidence to the effect that he had been told by the Paymaster of his firm... that he need not apply to the Unemployment Insurance Commission for six months. He stated, also that Mr. X..... had told him the same thing which resulted in his registering for employment on the 2nd August, 1960.

The claimant stated that he was available for employment and would have fulfilled any necessary requirements if he had been so advised. He still maintained that both Mr. Z....., now deceased, who was employed in the [A..... Company] Pay Office, told him the same thing as Mr. X..... of the Commission.

We are agreed from both the oral and the written evidence that the claimant did and complied with all the necessary procedure and simply did what he was told.

The Board believe in the credibility of the witness...

The insurance officer appealed to the Umpire and stated:

...

5. During this six-month period he was not registered for work and he showed no apparent interest in securing work until it became necessary to register for employment as part of his application for benefit.

6. In a communication of 4 January 1961, to the local office in connection with the rate and duration of his claim this claimant remarks *inter alia* "Please Refer to Case CUB 1797." This concerns the claim for benefit of C....., whose claim was similar in nature to that of [the claimant]. C.....'s claim was made on 29 April 1960, and was allowed by the Umpire on 29 November 1960, in consequence of the amendment to Regulation 172(2) which became effective on 27 March 1960.

7. There are differences in the circumstances of the two claims. C..... made a claim shortly after his retirement; he registered for employment and he continued his claim and kept alive his registration for employment and fulfilled the conditions for a valid claim during the whole period for which he received benefit in accordance with the Umpire's decision.

8. The claimant, ....., was not prevented by any reason beyond his control from reporting to the local office during the six-month period. His failure so to report and his failure to register for employment indicate his lack of desire for work and his failure to prove availability.

9. It is submitted that the claimant had no good cause for delay in making his claim, that he has not proven that he fulfilled the condition of availability, and that the decision of the board of referees should be reversed.

**Considerations and Conclusions:** So far as is material, Regulation 150 reads:

(1) Where a claimant makes application to have his claim made effective for a period



preceding the date on which he actually made his claim, the application may be approved from the date for which he proves that

- (a) he fulfilled in all respects the conditions of entitlement to benefit and was in a position to furnish proof thereof; and
- (b) throughout the whole period between such date and the date he actually made his claim he had good cause for delay in making such claim and furnishing such proof...

One of the conditions that a claimant must fulfil to be entitled to benefit is that he must prove he was available for work "in respect of every day" for which he claims benefit (section 54(2)(a) of the Act).

In the present case the record shows that, at no time during the period in question, viz., May 1 to July 30, 1960, did the claimant register for employment at the local office. Moreover, there is no evidence to indicate that, during such period, he made a single effort to secure work anywhere. It is, therefore, obvious that the claimant has failed to prove (a) that he was available for work during the said period and (b) that he fulfilled that condition of entitlement to benefit. Consequently, his application to have his claim antedated to May 1, 1960 cannot be approved and I decide to allow the insurance officer's appeal.

I wish to point out that even if it were established, which has not been done, that an officer of the local office informed the claimant, in February 1960, that he "could not collect any benefit for six months", this would have absolutely no bearing on the question of the claimant's availability for work during those six months, because a local office is primarily an employment office and any person interested in work has the right to register for employment even though he may not at the time be eligible for benefit.

#### Decision CUB-1887, October 2, 1961

**Summary of the Main Facts:** The claimant, married, 28 years of age, filed an initial application for benefit at the National Employment Office in Hamilton, Ont., on October 11, 1960, and was registered for employment as a secretary (clerical). According to the application, she had last worked as a secretary for B..... in the said city at \$60 a week from May to August 5, 1960, when she voluntarily left her employment because of pregnancy. She stated also that her child was born on August 30, 1960, that arrangements had been made for a baby sitter and that she was capable of and available for full-time work.

She continued on benefit until January 14, 1961, when the claim was referred to an enforcement officer of the Commission, who obtained from her, on January 18, 1961, the following signed statement:

Since the birth of my child in August 1960, I have been unemployed and unable to seek work. I made no personal efforts to seek work since I filed my claim. Recently I was interviewed in your office by Mrs. Y....., who informed me there was a position available in the real estate field, paying \$50. I pointed out the money offered was quite a drop from my previous salary. The interview ended. I am only interested in a position that would pay me at least \$60 per week.

On February 7, 1961, in answer to a request by the insurance officer for further information as to the prospects of placing the claimant in employment at a wage of \$60 a week, the placement officer stated that the "possibilities of placing applicant at \$60 per week when she has a young baby are poor"; that "no one will hire as secretary a woman with a young baby" and that the prevailing starting rate in the district for an experienced secretary was \$55 to \$60 a week. The file indicates that the claimant was given a typing test on December 8, 1960, when she indicated she did not feel prepared to take a dictation test, and that on January 12, 1961 she took another typing test.

The claimant's "Master Application for Employment" (Form UIC 701M) shows that she had in excess of ten years' experience as a clerk typist and secretary; that during this period she took dictation over a dictaphone and rarely by means of shorthand.

The insurance officer notified the claimant by letter on February 20, 1961 that she was disqualified and that benefit was suspended from October 9, 1960, because, in his opinion, she had not proved that she was available for work within the meaning of section 54(2)(a) of the Unemployment Insurance Act. This disqualification created an overpayment of benefit in the amount of \$299.

The claimant appealed to a board of referees on February 27, 1961, and stated:

...I have been disqualified from benefits for reasons made by the Insurance Co. that I was not and am not available for work. This is certainly a false statement because I have never even been called for any interviews nor refused jobs—so how would your people know I am not available, which I am. Since the birth of my child I have phoned several places and answered ads, but to no avail.

My last place of employment paid me \$60 a week and a general increase of \$5 was given at the time of my departure, which I would have gotten had I stayed any longer.

I therefore feel that it would be fair for me to ask at least \$60 a week, considering my ten years' experience in offices. I have called Mrs. Y..... at the Insurance Office and told her I was also interested in another type of business than secretarial but she has not called me for any interviews in this field either...

On March 25, 1961, the claimant wrote a very lengthy letter to the local office wherein she drew attention to, among other things, the rather unfavourable circumstances which prevailed during the interview with the enforcement officer, e.g., when the latter "wrote the above-mentioned document we were both sitting at the table with him asking me numerous questions rapidly while I was feeding the baby."

She stated further that she had answered newspaper advertisements with regard to employment and had applied for a situation with a firm of stockbrokers, which in the meantime had been filled; that with regard to the position in a real estate office, the interviewing officer in the local office "stated in a lackadaisical way 'you would not be happy in a real estate office'" and to her knowledge nothing more was said about the position; that the remark that she was only interested in a position paying a wage of \$60 a week was untrue and that what she actually said was, she would not like to take too much of a drop in salary, if possible.

In addition, she expressed her views on the typing tests referred to and explained that her reason for not feeling prepared to take a test in dictation was that she had not taken dictation by means of shorthand for over three years. She complained about being requested to repay the amount of the overpayment of benefit, viz., \$299, and stated most emphatically that she was ready to accept employment if it were offered to her and that, moreover, she was still trying to find work through her own efforts as well.

The claimant, accompanied by her husband, attended the hearing of her case by a board of referees in Hamilton on March 30, 1961. Mr. W....., the enforcement officer, was also present. The majority decision of the board of referees reads:

...The claimant confirmed the evidence as set out with explanations in [an exhibit produced to the Board] this morning, and admits having signed the statement [on January 18]. Mr. W..... said that in obtaining these statements a discussion of a half hour took place, and although all of this conversation is not noted verbatim, that the statements as set out were as such made by the claimant, and that the claimant willingly signed her name after the conclusion of the interview. The claimant states that she could not remember whether or not she had reviewed this conversation before signing, and draws attention to [her letter of March 25] and the different

items referred to. Mr. W..... did admit that the claimant was feeding her baby at the time of the discussion, and that in his estimation, which is concurred with by the members of the Board, the claimant is above average intelligence, but that the contents of [her letter of March 25] were set forth by the claimant's husband and not written by the claimant.

The Board has considered all of the evidence as set out, particularly the statement of the claimant that since the birth of her child in August 1960 she has been unemployed and unable to seek work; also no personal efforts had been made since she filed her claim in October 1960. A discussion took place between the claimant and Mr. W..... as to the meaning of personal effort, and it was felt by her that by the use of the telephone and replies to Want Ad. advertisements to box numbers was a personal effort. It was felt by the majority members of the Board that personal effort constitutes farther than this, as it has been held by the Umpire's Decision CUB-1276 that "the question of personal effort in view of obtaining employment constitutes an essential factor in proving availability."

By the claimant stating she was unable to seek work and not making any personal effort, also that she was only interested in work at a particular rate, which was denied by her in [her letter of March 25], although it was referred to as a statement made of \$55 to \$57 a week, the majority members of the Board find that because of these restrictions, the claimant has failed to prove she was available for work on the 9 October 1960 and subsequently, confirms the indefinite disqualification and disallows the appeal.

The dissenting member of the board stated:

Although I agree with the majority members of the Board that the claimant has restricted her employment by asking for \$60 a week, it is my opinion the disqualification should only have been from the day of the claimant's statement to the Enforcement Officer dated January 18, 1961. The claimant has stated that she has made what she considers a personal effort through Newspapers Ads. to secure employment, which to me proves that she is interested in working. The reference made by the majority of members to CUB-1276, I respectfully submit, does not apply in the instant case, as in that particular decision the claimant was restricted from attending at the Unemployment Insurance Commission because he was engaged in taking a course at the University.

I can find nothing in either her statement or in the evidence to prove she has been unavailable for work since the birth of her child in August 1960.

It is also my opinion that the same type of statement might readily be attained from other claimants who have restricted employment for varied reasons, if all were to be interviewed by an Enforcement Officer.

I would have confirmed the indefinite disqualification as of January 18, 1961, and do not concur in the decision that there should be a retroactive disqualification to October 9, 1960.

On April 18, 1961, the claimant appealed to the Umpire.

In a letter to the Chief of the Adjudication Division of the Unemployment Insurance Commission dated June 1, 1961, which was referred to the Umpire for attention, the claimant took exception to some of the statements in the



majority decision of the board of referees, particularly with regard to her having made no efforts to secure employment.

**Considerations and Conclusions:** Availability for work is a question of fact and the facts which, as a general rule, constitute sufficient proof that a person is available must be such as to show that he is genuinely willing, able and ready to accept employment and that the kind of employment he is willing, able and ready to accept can reasonably be expected to be obtained where and when he desires such employment.

In the present case, the record shows that the employment for which the claimant was registered on October 11, 1960 was as a secretary (clerical), and this fact as well as the rate of the starting salary attached to that kind of employment and the possibilities of placing her in such employment in her circumstances, either were known or could "with reasonable diligence" (CUB-1675) have been obtained by the insurance officer before and any time after he allowed the claimant's application for benefit. Consequently, as the aforementioned facts were not "new facts," they could not be used by the insurance officer as the basis for the retroactive disqualification of which he advised the claimant on February 20, 1961, and which created an overpayment of benefit of \$299.

Actually, the only new fact that was brought to the knowledge of the insurance officer at the time of his decision to impose a retroactive disqualification was, as the claimant stated on January 18, 1961, her lack of personal efforts to seek work since she had filed her claim, and, consequently, now poses a question of whether or not that lack of personal efforts warranted that a retroactive disqualification be imposed on her.

As the record shows that the aforementioned statement was obtained under not too suitable circumstances and that it is not a verbatim transcription of the conversation that took place between the claimant and the enforcement officer of the Commission on January 18, 1961, that statement must be interpreted in the light of the explanations subsequently given by her.

In that respect, she stated on February 27, 1961, "Since the birth of my child I have phoned several places and answered ads, but to no avail"; and also "I have called Mrs. Y..... at the insurance office and told her I was also interested in another type of business than secretarial..." On March 25, she stated further that she had answered newspaper advertisements with regard to employment and had applied

for a situation with a firm of stockbrokers. Therefore, it seems that what the claimant meant when she stated she had made no personal efforts to find work is that she had not applied for employment in person at any employer's establishment.

There is no provision in the Act or the Regulations that requires that a claimant must make personal efforts to seek work other than registering for employment at his local office and keeping his application for employment alive by attending there at fixed intervals. As the record shows that the claimant in the present case complied with those requirements, it must be said that the board of referees erred in fact and in law in finding, in effect, that the claimant, to be considered to have made personal efforts to obtain work, should have done more than to comply with the above and to seek work by telephoning to employers or by replying to newspaper advertisements.

In decision CUB-1738, the Umpire said "Non-availability cannot be inferred solely from a claimant's omission to make a personal search for work," the expression "personal search" having reference here to the efforts that a claimant might himself make as distinct from those of the placement officers of the local office following his registration for employment and his compliance with the requirement that he should keep his application for employment alive. Therefore, as the only basis for imposing a retroactive disqualification, other than the facts which I have decided were not new facts, was the claimant's failure to present herself personally to employers, it can be readily seen that there remained no ground for the disqualification to be made retroactive by the insurance officer, *a fortiori* as there is evidence that the claimant did make to some extent personal efforts to obtain work and as she should have been given some time to find employment in her usual occupation and at her usual rate of pay. I consequently decide to remove the disqualification imposed on the claimant by the insurance officer in respect of the period October 9, 1960 to January 17, 1961, inclusive.

In connection with the period subsequent to January 17, 1961, there is evidence that the claimant was a bit reluctant about accepting employment at a wage less than that which she had previously received and which, according to the placement officer, her chances of obtaining were "poor". As this is purely a question of fact, I see no

(Continued on page 1292)

# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during October Works of Construction, Remodelling, Repair or Demolition

During October the Department of Labour prepared 217 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 203 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition 165 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited and the Departments of Defence Production, Northern Affairs and National Resources, Post Office and Public Works.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in October for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
C.M.H.C. ....	1	\$ 2,396.25
Defence Construction (1951) Ltd. ....	1	5,000.00
Defence Production .....	179	1,423,230.00
Post Office .....	13	229,098.98
R.C.M.P. ....	3	16,580.10

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.



(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during October

During October the sum of \$16,172.37 was collected from 11 contractors for wage arrears due their employees as a result of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 258 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during October

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*Normandin Que:* Louis Dallaire & Sons Ltee, calf barn addition to dairy barn, Experimental Farm. *Brandon Man:* Central Construction Co Ltd, installation of water main, Experimental Farm. *Melfort Sask:* Shoquist Construction Ltd, construction of animal research bldg, Experimental Farm. *Lacombe Alta:* Ellis Construction Ltd, concrete paving, beef cattle corrals, Experimental Farm.

### Central Mortgage and Housing Corporation

*Halifax N S:* Community Enterprises Ltd, construction of 116 housing units & ground services (FP 4/59 Phase I). *Val d'Or Que:* Lucien Lemay, exterior painting of 44 duplexes. *Petawawa Ont:* Murfin Heating & Cooling Ltd, repairs to furnaces (DND 11/56 & DND 13/58 Phase I). *Vancouver B C:* Beaver Construction Co Ltd, construction of 236 housing units & ground services (FP 4/58).

In addition, the Corporation awarded seven contracts containing the General Fair Wages Clause.

### Department of Citizenship and Immigration

*Miramichi Indian Agency N B:* A G Kenny, reconstruction of gravel road, Burnt Church IR. *Oka Indian Agency Que:* Antonio Pilon Ltd, washroom addition to school. *Kenora Indian Agency Ont:* T Zelmar Construction Co Ltd, construction of two classroom school, staff residence & power plant bldg, etc, Islington Indian Reserve No 29; E R Norman Ltd, construction of residence & water system for Whitefish Bay IDS, Regina Bay, Lake of the Woods. *Clandeboyne Indian Agency Man:* Frank E Simmons, boiler room improvements, Assiniboia IRS; A Champagne & Son Ltd, laundry renovations, Fort Alexander IRS; A Champagne & Son Ltd, partial renewal of heating system, Fort Alexander IRS. *Dauphin Indian Agency Man:* Simmons Construction Ltd, construction of sewage disposal system, Sandy Bay IRS. *Portage la Prairie Indian Agency Man:* Brickwoods Plumbing & Heating, plumbing improvements, Griswold Sioux IDS. *Edmonton Indian Agency Alta:* Armbruster Lumber Ltd, construction of three Indian houses, Stony Plain IR. *Lesser Slave Lake Indian Agency Alta:* L Desaulnier, construction of house, Beaver Horse Lake Reserve. *Fort St John Indian Agency B C:* Thompson Construction Co Ltd, construction of school, residence & power house, Blueberry Reserve; Paul Kinderwater, construction of power plant bldg & supply & installation of diesel electric generating equipment, Halfway River IDS.

## Defence Construction (1951) Limited

*Halifax N S:* H W Corkum Construction Co Ltd, construction of garage, Osborne Head Gunnery Range. *Montreal Area Que:* Morin & Plante Co Ltd, warning siren installations. *Valcartier Que:* Roger Vezina, addition to dining hall, officers' mess, Bldg 512, Camp. *Trenton Ont:* Colt Contracting Co Ltd, construction of liquid & gaseous oxygen storage bldg, RCAF Station. *Winnipeg Man:* Borger Bros Ltd, road replacement (PMQ area), RCAF Station. *Ralston Alta:* Harmony Decorating Ltd, exterior painting of 56 housing units, chapel & three bldgs, Suffield Experimental Station. *Lower Mainland & Greater Vancouver Area B C:* Canadian Comstock Co Ltd, installation of warning sirens. *Various locations:* ten contracts in restricted category.

In addition, Defence Construction (1951) Ltd awarded one contract containing the General Fair Wages Clause.

### Building and Maintenance

*Saint John N B:* Norman W Francis Ltd, installation of warning sirens system. *Barriefield Ont:* McGinnis & O'Connor Ltd, construction of roads, sidewalks, curbs & catch basins, Vimy Barracks. *Hamilton Ont:* Nager Electric (Canada) Ltd, installation of warning sirens. *Malton, Port Credit, Cooksville, Lakeview, Brampton, Streetsville, Clarkson & Erindale Ont:* Industrial-Mine Installation Ltd, installation of air raid warning sirens. *Petawawa Ont:* Malach Roofing & Flooring Ltd, repairs to roofs of various bldgs; H J McFarland Construction Co Ltd, asphalt paving. *Uplands Ont:* Dibblee Construction Co Ltd, paving & landscaping of bulk fuel storage area, RCAF Station. *Calgary Alta:* Poole Construction Co Ltd, warning siren installations. *Lethbridge, Medicine Hat & Red Deer Alta:* Britton Construction Ltd, warning siren installations.

### Department of Defence Production

*Amherst N S:* Gordon J Goodwin, renovation of heating system, Armoury. *Cornwallis N S:* Victor Carter, renewal of asphalt roofing shingles on bldgs 38 & 44-2, HMCS Cornwallis. *Debert N S:* Rayner Construction Ltd, repairs to pavement of runway No 05-23, Airfield. *Greenwood N S:* Fred T Cleveland, interior painting of PMQs, RCAF Station. *Halifax N S:* L G & M H Smith Ltd, repairs to quay wall, Section "C", HMC Dockyard; Standard Paving Maritime Ltd, repairing & seal coating of asphalt pavement, HMCS Stadacona; Webb Engineering Ltd, renewal of steam distribution system at jetty No 2, HMC Dockyard. *Lawrencetown N S:* J L Nichols Contracting Ltd, supply & erection of prefabricated metal bldg & construction of access road & perimeter fence at Holding Beacon Site. *Shearwater N S:* Canada Gunito Co Ltd, underwater repairs to carrier jetty, HMCS Shearwater; Construction Equipment Co Ltd, repairs to Marine Railway, HMCS Shearwater; Homestead Construction Co, general repairs to Bldg No 5, RCN Air Station; R E White, general repairs to Bldg No 13, Recreational Centre, RCN Air Station. *Sydney N S:* Tasco Sheet Metal & Roofing, renewal of tar & gravel roof, Bldg 27, Point Edward Naval Base. *Farnham Que:* P Baillargeon Ltd, road repairs, Summer Camp. *Montreal Que:* Lachance Inc, repairs to roofs of 15 bldgs for Area Engineer, WQA, 6769 Notre Dame St East. *Senneterre Que:* Harricana Metal Inc, repairs to air conditioning system in Operations Bldg, RCAF Station. *Valcartier Que:* Bedard-Girard Ltd, installation of interrupt switches at Camp. *Downsview Ont:* Semple-Gooder & Co Ltd, repairs to flashing on roof of Bldg No 151, RCAF Station. *Kingston Ont:* Kingston Shipyards, repairs to elevated water storage tank. *Oakville Ont:* King Paving Co Ltd, repairs to roads & parking area, Ortona Barracks. *Ottawa Ont:* Belray Painters, interior painting of 208 workshops, Uplands Airport; Dibblee Construction Co Ltd, repairs to pavement, HMCS Gloucester. *St Catharines Ont:* Toronto Building Cleaning & Tuckpointing Ltd, repainting, cleaning brickwork & masonry repairs, Welland Ave Armoury. *Windsor Ont:* Ontario Painting & Decorating, interior painting & general repairs, Armoury. *Fort Churchill Man:* A E Robertson & Co Ltd, replacing terrazzo flooring in sergeants' mess, Bldg F23. *Shilo Man:* Porteous Manufacturing Co, replacement of furnaces in three bldgs, Military Camp. *Winnipeg Man:* Brothan Painting Co Ltd, interior painting of central heating plant (Bldg 51), RCAF Station; Red River Construction Co Ltd, installation of catch basins, Fort Osborne Barracks. *Dundurn Sask:* H J Tubby & Son Ltd, repairing of roof truss & related work, Bldg No 149, Military Camp. *Moose Jaw Sask:* Canadian Pittsburgh Industries Ltd, supply & installation of solex twindow in control tower, RCAF Station. *Calgary Alta:* Nick Corradetti, erection of Butler Bldg including concrete foundations,



Currie Barracks. *Comox B C*: Richards-Wilcox Canadian Co Ltd, installation of steel cables on doors of Hangar No 7, RCAF Station. *Prince George B C*: Drake Manufacturing Ltd, application of fibreboard sheathing & stucco coating to exterior of Armoury.

In addition, this Department awarded 88 contracts containing the General Fair Wages Clause.

### Department of Justice

*St Vincent de Paul Que*: Frost Steel & Wire Co (Quebec) Ltd, supply & erection of security fence, Leclerc Institution. *Kingston Ont*: Foster-Wheeler Ltd, supply & installation of water tube boiler & ancillary equipment, Penitentiary.

### National Capital Commission

*Hurdmans Bridge Ont*: Keystone Contractors Ltd, grading & drainage for new railway line & yard area in new Union Station area.

### National Harbours Board

*Halifax N S*: Standard Paving Maritime Ltd, paving open areas, Pier A-1. *Montreal Que*: Quebec Engineering Ltd, construction of viaduct under CNR tracks near Atwater Ave & Laverendrye Blvd & abutment near Wellington & May Sts for Champlain Bridge, Section 1; Charles Duranceau Ltee, construction of roadways & plaza, Sections 3, 4, 5 & 6, Champlain Bridge; J H Dupuis Ltee, construction of transit shed, Section 59; Leonard J Weber Construction Co, repairs to bin floor, elevator "B" annex, Section 8W, Windmill Point Basin. *Three Rivers Que*: Regional Asphalt Ltd, bituminous paving at Sections 8, 9 & 10.

### Department of Northern Affairs and National Resources

*Cape Breton Highlands National Park N S*: Stephens Construction Ltd, construction of toilet bldg, Lone Shieling. *Grand Pre N S*: W K Sharpe, grading & delivery & spreading of granular fill, National Historic Park. *Halifax N S*: Tasco Sheet Metal Roofing Co Ltd, construction of roof coverings for Old Town Clock Bldg in Citadel. *Fundy National Park N B*: M D Chown & Sons, construction of warden's residence & garage, Point Wolfe Campgrounds. *Kootenay National Park B C*: Cooper & Gibbard Electric Ltd, installation of electrical services in Red Streak Campgrounds; Bill Wearmouth Holdings Ltd, repairs to roof deck of Aquacourt. *Yoho National Park B C*: Walden Construction Ltd, construction of kitchen-dining hall-bunkhouse bldg, Boulder Creek Compound.

In addition, this Department awarded five contracts containing the General Fair Wages Clause.

### Projects Assisted by Federal Loan or Grant

*Belleville Ont*: Beaver Construction Co, construction of trench sewer; Beaver Construction Co, construction of trench sewer, easements along bay front east of river & on Haig Road. *Hodgeville Sask*: Poole Construction Co Ltd, construction of sewage pumping station, sewage pressure main & sewage disposal lagoon. *Lumsden Sask*: Conacher Construction, construction of sewage pumping station, sewage pressure main & sewage disposal lagoon. *Pennant Sask*: Borger Bros Ltd, construction of sewage outfall main & sewage disposal lagoon.

### Department of Public Works

*Gambo Nfld*: Gander Lumber Co Ltd, construction of mail storage shed. *Alder Point N S*: Harold N Price, harbour improvements. *Bailey's Brook N S*: Colin R MacDonald Ltd, breakwater repairs & improvements. *Dartmouth N S*: The J P Porter Co Ltd, removal of Windmill Pier. *Friar's Head N S*: Campbell & McIsaac, wharf repairs. *Glace Bay N S*: Colin R MacDonald Ltd, harbour improvements. *Hunt's Point N S*: Liverpool Lumber Co Ltd, breakwater repairs. *Port Medway N S*: Liverpool Lumber Co Ltd, wharf & breakwater repairs. *Vogler's Cove N S*: Liverpool Lumber Co Ltd, wharf repairs. *Caraquet N B*: Comeau & Savoie Construction Ltd, repairs to inner ell. *St Stephen N B*: J S Parker, wharf repairs. *Anse aux Basques Que*: North Shore Construction Co Ltd, construction of pilotage wharf. *Baie Comeau Que*: McNamara Quebec Ltd, breakwater extension. *Baie St Paul Que*: Thomas Girard, construction of protection wall. *Cap aux Meules I M Que*: La Cie de Construction Arseneau, wharf repairs. *Grosse Ile I M Que*: La Cie de Construction Arseneau, extension to slipway. *Hull Que*: Simco Construction, general alterations to 1st & 2nd floors, Connor Bldg; Beaudoin Construction Ltd, installation of steel partitioning & related work, National Printing Bureau. *Lauzon Que*: Plessis Construction Ltee,

reconstruction of machine shop at Champlain Dry Dock; Union Des Carrieres & Pavages Ltee, asphalt paving, Lorne Dry Dock. *Montreal Que*: Berwill Boiler & Steel Works Ltd, supply & installation of two coal conveyors, Postal Terminal, 715 Windsor St; Hiland Ltd, additions & alterations, Postal Station "Snowdon". *Newport Point Que*: Roger Legace, installation of lighting system. *Petit Saguenay Que*: Desforges & Fils Ltee, installation of lighting system. *Quebec Que*: Les Entreprises Cap Diamant, rubber fenders installation & concrete wheelguard reconstruction, Queen's Wharf. *Ste Anne des Monts Que*: Gerard Marin, construction of protection works. *St Laurent (Montreal) Que*: Prieur Entreprises Inc, acoustic modifications to scoring & shooting studio No 2 & voice booths Nos 2 & 3, National Film Board Bldg; Prieur Entreprises Inc, alterations to camera department, National Film Board. *St Prosper Que*: Omer Pare, construction of post office bldg. *St Raphael Que*: R Bouchard & C Lacroix, construction of post office bldg. *St Romuald (New Liverpool) Que*: Arthur Simoneau, construction of protection works. *Schefferville Que*: Panzini Ltee, construction of seismograph vault. *Arnprior Ont*: M Sullivan & Son Ltd, construction of underground shelters, Civil Defence College; J C McManus & Sons, interior & exterior painting of various bldgs, Civil Defence College. *Johnstown Ont*: Fort Construction & Equipment Ltd, alterations to transit shed. *Kincardine Ont*: Con-Bridge Ltd, wharf repairs. *Ottawa Ont*: Thomas Fuller Construction (1958) Ltd, interior renovations, Victoria Memorial Museum; V K Mason Construction Ltd, alterations & improvements, Central Heating Plant, Tunney's Park (Phase 11); A Lanctot Construction Co Ltd, construction of underground concrete seismograph vaults & tunnel, CEF; Simco Construction, alterations, Blackburn Bldg; Beaudoin Construction Ltd, pointing & repairs, Justice Bldg; Canadian Ice Machine Co Ltd, supply & installation of stand-by water chiller unit, Department of Public Works Testing Laboratories, Confederation Heights; Lacroix & Son Ltd, plumbing repairs, East Block, Parliament Bldgs; J R Statham Construction Ltd, alterations to Postal Station "B". *Port Credit Ont*: McNamara Road Construction Ltd, harbour improvements (east breakwater extension). *Toronto Ont*: Westeel Products Ltd, supply & erection of movable partitions, fourth floor, Mackenzie Bldg; H J McFarland Construction Co Ltd, runway extension (west) & repairs to seawall deck, Toronto Island Airport. *Sandy Bay Man*: Walter Bergman Ltd, construction of eight-classroom school, Dauphin Agency. *Selkirk Man*: B F Klassen Construction Ltd, wharf repairs. *North Battleford Sask*: Piggott Construction Ltd, construction of RCMP administration bldg & garage. *Cabri Sask*: Knutson Construction Co Ltd, construction of post office bldg. *Carlyle Sask*: P W Graham & Sons Ltd, construction of federal bldg. *Indian Head Sask*: Weber Construction (Yorkton) Ltd, construction of RCMP detachment quarters. *Regina Sask*: A W Homme Ltd, fuel oil tank replacement at Central Heating Plant, Depot Division, RCMP Barracks. *Cardston Alta*: Weston Bros Ltd, construction of Indian residential school. *Habay Alta*: Hillas Electric Co Ltd, reconstruction of electrical system, Assumption IRS. *Magrath Alta*: Glen Little, construction of RCMP detachment quarters. *Meanook Alta*: Nadon Paving, paving of entrance roads, Dominion Observatory. *Wood Buffalo National Park Alta*: Vernon E Sandy Contractors Ltd, right-of-way clean-up, Pine Lake-Peace Point. *Church House B C*: Victoria Pile Driving Co Ltd, wharf replacement. *Lumby B C*: Gustavus Construction Ltd, construction of RCMP detachment quarters. *Lytton Indian Agency B C*: Canwest Construction Co Ltd, construction of one-classroom addition, Seton Lake. *Masset B C*: S R Kirkland Construction Co Ltd, float & gangway renewal. *Minstrel Island B C*: S R Kirkland Construction Co Ltd, improvements to float facilities. *Spring Cove B C*: Ivan Ossinger, approach & float repairs. *Steveston B C*: Pacific Pile Driving Co Ltd, construction of pilot boat berth (DOT). *Tahsis B C*: S R Kirkland Construction Co Ltd, construction of breakwater for seaplane landing. *Tofino B C*: E E Sawchuk, construction of shear boom & breakwater. *Vancouver B C*: Kelsey Construction Ltd, alterations to 5th & 6th floors for office space & 4th floor for CNIB Canteen, Alvin Bldg. *Hay River N W T*: St Laurent Construction, additions & alterations to Art & Craft Indian school & two utility rooms to Units No 3 & 7 & construction of warehouse & POL shed. *Snag Creek Y T*: Whitehorse Construction Co Ltd, construction of house for Customs & Excise.

In addition, this Department awarded 63 contracts containing the General Fair Wages Clause.

### The St. Lawrence Seaway Authority

*Longueuil Que*: Payette Construction Ltee, improvements to reclaimed area. *Cornwall Ont*: Roads Resurfacing Co Ltd, road construction, Cornwall North Channel Bridge. *St Catharines Ont*: Ruliff Grass Construction Co Ltd, modification of mitre gate sills, Welland Canal; Frost Steel & Wire Co Ltd, supply & installation of chain link fence, Locks 3, 5 & 7, Welland Canal, Western District.



## Department of Transport

*Battle Harbour (Labr) Nfld:* Twillingate Engineering & Construction Co Ltd, construction of two single dwellings, fuel storage tank & improvements to water supply. *Cartwright (Labr) Nfld:* McNamara Construction of Newfoundland Ltd, construction of Marine Radio Station & related work. *Gander Nfld:* Dynamic Construction Ltd, installation of lighting facilities & emergency power feed to Air Terminal Bldg, International Airport. *Whitehead N S:* Urban Construction Ltd, construction of dwelling. *Dorval Que:* The Highway Paving Co Ltd, installation of power supply, Montreal International Airport. *Fame Point Que:* Alcide Joncas, construction of single dwelling at light station. *Forestville Que:* Nordbec Construction Inc, installation of LI lighting for approach 09, Airport. *Quebec Que:* Louis-Nazaire Roy, construction of weather surveillance radar bldg & related work. *Bobcaygeon Ont:* Ruliff Grass Construction Co Ltd, reconstruction of entrance wall at Lock No 32, Trent Canal. *Fenelon Falls Ont:* Canadian Dredge & Dock Co Ltd, construction of navigation lock, Trent Canal. *Gamebridge Ont:* James W Newman Construction Ltd, construction of two watch houses at Locks No 39 & 40, Trent Canal. *Kenora Ont:* Harris Construction Co Ltd, construction of water supply. *London Ont:* The Totten Construction Co Ltd, construction of weather surveillance radar bldg & related work. *Mount Forest Ont:* Harry E Bye, construction of meteorological operations bldg. *Sault Ste Marie Ont:* H D Short Ltd, installation of LI lighting on approaches 04 & 29 & feeder cables, Airport. *Toronto Ont:* Dundas Construction Co Ltd, provision of water supply mains, sewage disposal lines & associated work, Toronto International Airport. *Uplands Ont:* J M Cote, airport fencing. *Flin Flon Man:* Peter Boorberg, installation of MI runway lighting. *Winnipeg Man:* Claydon Co Ltd, development of two grass strips, parking areas & taxiways at Winnipeg (Satellite) Airport. *Calgary Alta:* Bird Construction Co Ltd, establishment of remote transmitter site; Wirtanen Electric Co Ltd, installation of runway lighting facilities at Airport. *Chatham Point B C:* Gobin Construction Ltd, construction of access road to Surface Weather Station. *Enderby B C:* W & W Construction Ltd, improvements to road to VOR. *Kelowna B C:* Wirtanen Electric Co Ltd, installation of lighting facilities & related work, Airport. *Vancouver B C:* General Construction Co Ltd, strengthening of runway 08-26, Airport; F B Stewart & Co Ltd, construction of airport lighting facilities. *Yellowknife N W T:* Poole Construction Co Ltd, construction of water supply & sewage disposal systems.

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## Canadian Chamber of Commerce

(Continued from page 1258)

—continue to support the General Agreement on Tariffs and Trade and similar agreements while exploring actively other possible instruments and arrangements directed toward expansion of trade;

—separate provisions for seasonal unemployment from the Unemployment Insurance Fund.

Again this year the Chamber recommended that Canadian employers continue to co-operate in the placing of physically handicapped persons in suitable jobs and, if they have not already done so, that they investigate the possibilities of employing handicapped persons.

It urged the federal Government to encourage and support the provinces in every way possible to develop co-ordinated rehab-

ilitation programs that will provide such facilities and services as are necessary to bring comprehensive rehabilitation to those individuals who can benefit, and, in developing such services, to encourage the fullest co-operation of employers, workers, government and voluntary agents.

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## Decisions of Umpire

(Continued from page 1288)

valid reason to interfere with the board's unanimous finding in that respect. I consequently decide to maintain the disqualification imposed under section 54(2)(a) of the Act as from January 18, 1961. To this extent, I dismiss the claimant's appeal.

# PRICES AND THE COST OF LIVING

## Consumer Price Index, November 1961

The consumer price index (1949=100) rose 0.4 per cent between October and November, increasing from 129.2 to 129.7, a record. Until this rise the index had remained fairly steady since the previous November, when it was 129.1\*.

In the month, six of the seven component indexes moved higher. There was no change in the tobacco and alcohol index.

The food index increased 0.2 per cent to 123.6 from 123.3, as higher prices obtained for eggs, fresh tomatoes, celery, turkey, powdered skim milk, flour, tea and instant coffee. Lower prices were reported for fresh pork, lamb, chicken, some beef cuts, and most fresh and canned vegetables.

The housing index rose 0.1 per cent to 133.7 from 133.6, as both the shelter and household operation components increased 0.1 per cent. In shelter, the rent index was unchanged but the home-ownership index was up 0.3 per cent. Within household operation, increases for textiles, utensils and equipment, and household supplies more

than balanced decreases for fuel, furniture and floor coverings.

The clothing index increased 0.4 per cent to 114.0 from 113.6, as higher prices were recorded in the men's, women's and children's wear groups, footwear and piece goods.

The transportation index moved up 1.1 per cent to 141.5 from 140.0. This change reflected initial pricing of 1962 model cars in the automobile operation group, up from September prices of 1961 models but below initial prices on 1961 models in November 1960.

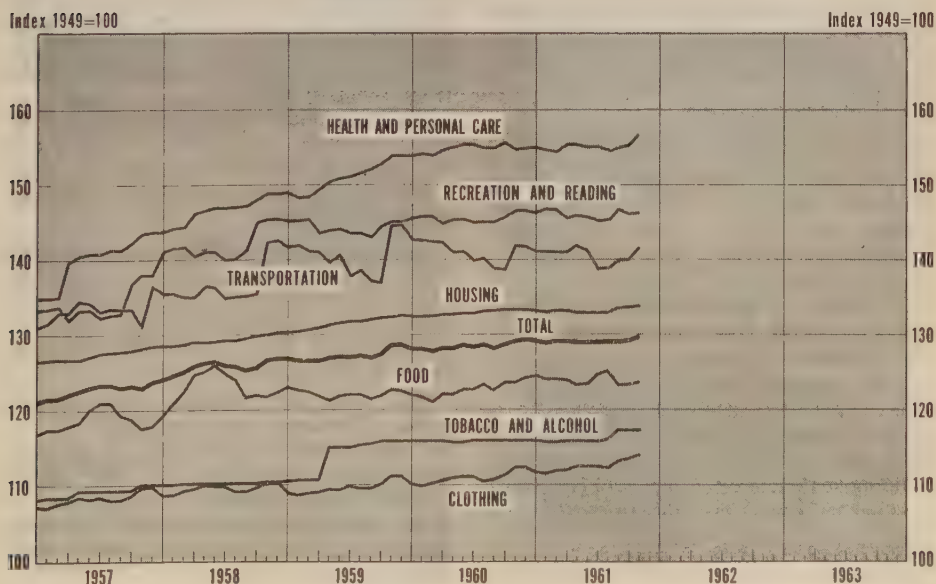
The health and personal care index rose 0.9 per cent to 156.7 from 155.3. The health care component was up 0.9 per cent as a result of higher prices for pharmaceuticals; the index of personal care rose 1.0 per cent because of price increases for men's haircuts and women's hairdressing.

The recreation and reading index increased a fractional 0.1 per cent to 146.3 from 146.2, reflecting higher prices for theatre admissions, camera film, bicycles and sports equipment within the recreation component.

The tobacco and alcohol index was unchanged at 117.3.

\*See Table F-1 at back of book.

## CONSUMER PRICE INDEX





## City Consumer Price Indexes, October 1961

Between September and October consumer price indexes (1949=100) rose in eight of the ten regional cities. One city index declined and one remained unchanged.\*

Increases ranged from 0.2 per cent in Toronto to 0.7 per cent in Montreal and Ottawa. The St. John's index declined 0.2 per cent while the index for Saint John was unchanged.

Food indexes rose in all cities except St. John's, where it declined 0.8 per cent. Increases ranged from 0.2 per cent in Saint John to 2.0 per cent in Ottawa. Shelter indexes were higher in six cities, lower in one, and unchanged in the other three. Clothing indexes rose in seven cities and were unchanged in three. Household operation indexes were higher in four cities, lower in five, and unchanged in the other one. There were mixed results in the other commodities and services component: three indexes were higher, three were lower, and the remaining four were unchanged.

Regional consumer price index point changes between September and October were as follows: Montreal +0.9 to 130.4; Ottawa +0.9 to 132.1; Winnipeg +0.8 to 128.7; Vancouver +0.6 to 129.6; Edmonton-Calgary +0.5 to 126.0; Halifax +0.4 to 129.2; Saskatchewan-Regina +0.4 to 126.8; Toronto +0.2 to 132.5; St. John's -0.2 to 116.5†. Saint John remained unchanged at 130.8.

## Wholesale Price Index

### July 1961

Canada's general wholesale price index (1935-39=100) rose from 231.4 in June to 234.5 in July. Six major group indexes increased, one declined and one remained at the June level.

Indexes were higher in July for vegetable products, at 205.1 from 200.1 in June; textile products, 236.1 from 234.1; wood products, 307.8 from 302.4; non-ferrous metals, 187.1 from 179.0; non-metallic minerals, 185.0 from 183.8; and chemical products, 189.1 from 187.6.

The animal products index declined from 251.5 to 251.0. The iron products index was unchanged at 259.3.

The residential building materials price index (1935-39=100) was unchanged at 294.5 between June and July; on the base 1949=100, at 129.2. The non-residential building materials price index (1949=100) rose 0.1 per cent from 130.9 to 131.0.

\*See Table F-2 at back of book.

†On base June 1951=100.

## August 1961

The wholesale price index remained unchanged at 234.5 between July and August. Three of the group indexes increased, four decreased and one held steady.

Increases were recorded for vegetable products, from 205.1 to 205.5; for animal products, from 251.0 to 251.6; and for iron products, from 259.3 to 259.5.

Decreases were registered for textile products, from 236.1 to 234.8; wood products, from 307.8 to 307.6; non-ferrous metals, from 187.1 to 187.0; and chemical products, 189.1 to 188.6.

Non-metallic minerals remained unchanged at 185.0.

The non-residential building materials price index held steady at 131.0 between July and August. The residential building materials price index moved down 0.3 per cent from 294.5 to 293.5 on the 1935-39=100 base; on the 1949=100 base it changed from 129.2 to 128.7.

The index of Canadian farm product prices at terminal markets remained unchanged at 214.6 in the three weeks ended August 18. The field products index moved down 0.6 per cent to 162.6 from 163.6 but the animal products index moved up 0.4 per cent to 266.6 from 265.6.

## September 1961

The wholesale price index advanced from 234.5 to 235.3 between August and September. Five group indexes increased, two decreased and one remained unchanged.

Indexes that increased were: vegetable products, from 205.5 to 205.7; animal products, from 251.6 to 255.7; textile products, from 234.8 to 235.5; non-metallic minerals, from 185.0 to 185.3; and chemical products, from 188.6 to 189.7.

The two indexes that moved lower were wood products, from 307.6 to 307.4, and iron products, from 259.5 to 259.2.

The non-ferrous metals index remained unchanged at 187.0.

The residential building materials price index fell between August and September from 293.5 to 291.7 (1935-39=100) and from 128.7 to 127.9 on the 1949 base. The non-residential index (1949=100) dropped to 130.7 from 131.0.

The index of Canadian farm product prices at terminal markets moved up 1.1 per cent, from 215.8 to 218.1, in the three weeks ended September 22. The animal products index increased 2.1 per cent to 276.4 from 270.8 but the field products index eased 0.6 per cent to 159.8 from 160.7.

## October 1961

The wholesale price index was unchanged at 235.3 between September and October. Four group indexes advanced but three declined and one held steady.

Increases were recorded by animal products, 255.7 to 256.6; textile products, 235.5 to 235.8; non-metallic minerals, 185.3 to 185.5; and chemical products, 189.7 to 189.8.

Declines were registered by vegetable products, 205.7 to 205.2; iron products, 259.2 to 258.8; and non-ferrous metals, 187.0 to 186.9.

The wood products index was unchanged at 307.4.

The index of Canadian farm product prices at terminal markets advanced 1.3 per cent, from 215.7 to 218.5, in the four-week period ended November 24. The animal products index rose 2.2 per cent from 272.5 to 278.5. The field products

index moved down 0.3 per cent from 158.9 to 158.4.

## U. S. Consumer Price Index, October 1961

The United States consumer price index (1947-49=100) rose 0.1 per cent between mid-September and mid-October. It advanced from 128.3 to 128.4, a record high.

The principal causes of the increase were higher prices for new cars and a further rise in the cost of services, such as rent, medical care and transportation.

One year earlier, the index was 127.3.

## U. K. Index of Retail Prices, September 1961

The United Kingdom index of retail prices (Jan. 17, 1956=100) declined between mid-August and mid-September from 115.7 to 115.5. The drop was mainly the result of a fall in the price of potatoes and other fresh vegetables; the food sub-index decreased almost 1.5 per cent.

A year earlier the index was 110.5.

# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*. List No. 158.

## Accident Prevention

The following 4 publications were issued in 1961 in Ottawa by the Government Employees Compensation Branch of the Canadian Department of Labour.

1. *Good Housekeeping*. Pp. 9.

2. *Office Safety*. Pp. 20.

3. *The Supervisor's Role in Accident Prevention*. Pp. 18.

4. *Work Shop Safety*. Pp. 20.

## Annual Reports

5. AUSTRALIA. COMMONWEALTH CONCILIATION AND ARBITRATION COMMISSION. *Basic Wage Judgment, 1961*. [Sydney? 1961] Pp. 5, 64.

6. CANADA. DEPARTMENT OF LABOUR. GOVERNMENT EMPLOYEES COMPENSATION BRANCH. *Occupational Disablements of Employees of the Government of Canada. The Government Employees Compensation Act, Statistical Report, 1960-61*. Ottawa, 1961. Pp. 82.

7. GREAT BRITAIN. MINISTRY OF PENSIONS AND NATIONAL INSURANCE. *Report for the Year 1960*. London, HMSO, 1961. Pp. 158.

8. NEW YORK (STATE). STATE LABOR RELATIONS BOARD. *Twenty-fourth Annual Analysis of Decisions for the Year ended December 31, 1960*. New York, 1961. Pp. 124.

9. ONTARIO. INDUSTRIAL DEVELOPMENT BRANCH. *Annual Review of Ontario's Industrial Development, 1960*. Toronto, 1961. Pp. 44.

## Arbitration, Industrial

10. HILDEBRAND, GEORGE HERBERT. *The Use of Informed Neutrals in Difficult Bargaining Situations*. Ithaca, New York State School of Industrial and Labor Relations, at Cornell [University] 1961. Pp. 19.

This paper will appear in the proceedings of the 14th Annual Meeting of the National Academy of Arbitrators, to be published in



1961 under the title, "New Frontiers in Labor Arbitration."

Considers six cases where neutral parties have been brought in to settle collective bargaining difficulties. This may involve a study committee to look into the situation or else an expert consultant.

11. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Some Problems of Due Process and Fair Procedure in Labor Arbitration*, by R. W. Fleming. Urbana, 1961. Pp. 235-251.

This study discusses arbitration practices in four problem areas: "(1) notice to affected individuals and their right to appear at the hearing, (2) surprise evidence or theory of decision, (3) the right to confrontation of witnesses, (4) the agreed case."

## Business

12. BRITISH COLUMBIA. BUREAU OF ECONOMICS AND STATISTICS. *Establishing a Business in British Columbia*. 4th ed. Victoria, Queen's Printer, 1961. Pp. 48.

Briefly describes the part played by federal, provincial, and municipal governments in regulating and assisting business and industry in British Columbia.

13. U.S. SMALL BUSINESS ADMINISTRATION. *Management Aids for Small Manufacturers*. Annual no. 7. Edited by Robert A. Litzberg. Washington, GPO, 1961. Pp. 66.

Contains nine articles. The subject matter of this volume deals with business-government relations, sales management, personnel policy, production, paperwork, pricing and foreign trade.

## Disabled—Rehabilitation

14. ALLGIRE, MILDRED J. *Nurses can give and teach Rehabilitation; a Manual*, by Mildred J. Allgire and Ruth R. Denney. New York, Springer Pub. Co., 1960. Pp. 61.

This manual may be used as a step-by-step guide in giving care and in teaching care to the disabled person and his family.

15. CANADA. WOMEN'S BUREAU. *A Niche of Usefulness: How Handicapped Women may learn to help Themselves with the Aid of Vocational Rehabilitation Services in Canada*. Ottawa, Queen's Printer, 1961. Pp. 53.

Traces the growth of vocational rehabilitation services in Canada and shows how the existing programs affect women. The pamphlet tells how rehabilitation services are organized and how the individual may make use of them.

## Employment Management

16. INDUSTRIAL WELFARE SOCIETY. *Successful Suggestion Schemes, a Guide to Current Practice*. London, c1958. Pp. 44.

Four factors essential for a successful suggestion scheme are: "1. Management support and enthusiasm; 2. A forward-looking policy on human relation; 3. Efficient and fair administration; 4. Adequate publicity." This study is based on a survey carried out by the Industrial Welfare Society in 208 member companies.

17. MARSH, JOHN. *Work and Leisure Digest*. London, Industrial Welfare Society [1960?] Pp. 82.

Consists mostly of articles reprinted from various periodicals. The author is Director of the Industrial Welfare Society.

## Industrial Relations

18. BLOOM, GORDON FALK. *Economics of Labor Relations*, by Gordon F. Bloom and Herbert R. Northrup. 4th ed. Homewood, Ill., R. D. Irwin, 1961. Pp. 881.

A textbook for college students. It includes the following topics, among others: American trade union history, union structure and government, collective bargaining, labour market, wage determination, labour productivity, old age security, the Taft-Hartley Act, the Labor-Management Reporting and Disclosure Act of 1959, and mediation and conciliation.

19. BROMEKE, ADAM. *The Labour Relations Board in Ontario, a Study of the Administrative Tribunal*. Montreal, Industrial Relations Centre, McGill University, 1961. Pp. 104.

Discusses Labour Relations Boards in Canada, labour legislation in Ontario, and the organization, powers, functions, practices and procedures of the Ontario Labour Relations Board.

20. MARSH, JOHN. *An Introduction to Human Relations at Work*. [3d Rev. ed.] London, Industrial Welfare Society, 1960. Pp. 16.

Briefly explains the difference between "industrial relations" and "human relations" and tells why human relations is so important.

## Industry

21. INTERNATIONAL TRADE UNION CONFERENCE ON PRODUCTIVITY IN THE LEATHER AND FOOTWEAR INDUSTRY, DORKING, ENG., 1959. *Final Report*. Paris, Trade Union Information and Research Service, European Productivity Agency, OEEC [1961?] Pp. 103. (Conference held December 15-18, 1959.)

22. LOUNSBURY, FREDERICK EVERETT. *Financing Industrial Development in the Atlantic Provinces*. Halifax, Atlantic Provinces Economic Council, 1960. Pp. 245.

Commissioned by Atlantic Provinces Research Board and prepared by Atlantic Provinces Economic Council, a study of public and private institutions that provide funds to finance regional development and a description of the various lending institutions that provide loans to business enterprises and potential business enterprises.

## Labour Laws and Legislation

23. SHAFI, MOHAMMAD. *Labour Policy of the Pakistan Government*, with Short Notes by M. Shafi. Karachi, Bureau of Labour Publications, 1961. Pp. 44.

Explains the labour policy of the present Government of Pakistan and tells why the policy of the former Government was not successful.

24. U.S. CONGRESS. HOUSE. COMMITTEE ON EDUCATION AND LABOR. *Fair Labor Standards Amendments of 1961; Report to accompany H.R. 3935*. Washington, GPO, 1961. Pp. 77.

The U.S. Congressional House Committee on Education and Labor made recommendations on amending the Fair Labor Standards Act. The topics covered include the following: change in coverage and exemptions in the Act; minimum wage for presently covered workers and for newly covered workers; increases in wage payments; effects on prices and foreign trade; overtime provisions for newly protected workers, etc.

## Labour Organization

25. LERNER, SHIRLEY W. *Breakaway Unions and the Small Trade Union*. London, G. Allen & Unwin, 1961. Pp. 210.

Examines by means of case studies the relationship between small and large trade unions; internal union problems that have led to secessions of union members; and the relations between break-away unions and their parent unions.

26. STIEBER, JACK W. *Democracy and Public Review; an Analysis of the UAW Public Review Board*, by Jack Stieber, Walter E. Oberer and Michael Harrington. Santa Barbara, Cal., Center for the Study of Democratic Institutions, 1960. Pp. 64.

The United Automobile Workers' Public Review Board, composed of seven impartial members outside the union, protects the rights of individual union members. This pamphlet evaluates the work of the Board since its inception in 1957.

27. U.S. BUREAU OF LABOR-MANAGEMENT REPORTS. *Requirements for electing Union Officers as prescribed in Title IV and Related Provisions of the Labor-Management Reporting and Disclosure Act*. Rev. ed. Washington, GPO, 1961. Pp. 58.

## Labouring Classes

28. BAUM, SAMUEL. *The Labor Force of Rumania*. Washington, GPO, 1961. Pp. 33.

"... Deals with the characteristics and growth of the labour force of Rumania from 1930 to 1958, with an evaluation of its prospective development to 1976."

29. CANADIAN WELFARE COUNCIL. *First Priority: the Welfare of People. Submission to the Special Committee of the Senate on Manpower and Employment, March 16, 1961*. Ottawa, 1961. Pp. 47.

Appears on pages 1240-1274 of the Proceedings of the Special Committee of the Senate on Manpower and Employment.

30. CONFERENCE ON EMPLOYMENT AND RETIREMENT OF OLDER WORKERS, REGINA, 1961. *Retirement Practices; Report...* Regina [Saskatchewan Aged and Long-Term Illness Survey Committee] 1961. Pp. 81. (Conference held June 1-2, 1961. E. C. Leslie, chairman of Conference.)

31. GREAT BRITAIN. MINISTRY OF LABOUR AND NATIONAL SERVICE. *The Length of Working Life of Males in Great Britain*. London, HMSO, 1959. Pp. 24.

Contains a table of working life of males in Great Britain for 1931 and for 1955, and explains the method of compiling the table.

32. INTERSTATE CONFERENCE ON LABOR STATISTICS. 18TH, NEWPORT, R.I., 1961. Pp. 261.

Some of the topics discussed included the following: statistics needed in industrial relations, productivity measurement, manpower statistics, and labour statistics.

33. NATIONAL POLICY CONFERENCE, HAMILTON, 1961. *The Economy and Social Responsibility. National Policy Conference, United Steelworkers of America, April 27-29, 1961, Hamilton, Ont.* Toronto, United Steelworkers of America, 1961. 1 volume (various pagings).

Prepared by the Research and Education Departments of the United Steelworkers of America.

Contents: The Economy and Social Responsibility: a Challenge to Political Leadership, by Cleve Kidd. The State of the Economy, by Harry J. Waisglass. Report on Social Responsibility, by Gower Markle. Collective Bargaining Responsibility, Supplemented Unemployment Benefits, Pensions, Group Insurance, and Health Benefits, by Ted Goldberg.

34. U.S. BUREAU OF LABOR STATISTICS. *Labor in India*. Washington, 1956. Pp. 25.

35. U.S. BUREAU OF LABOR STATISTICS. *Labor in Liberia*. Washington, 1960. Pp. 22.

36. U.S. BUREAU OF LABOR STATISTICS. *Summary of the Labor Situation in Honduras*. Washington, U.S. International Cooperation Administration, Office of Labor Affairs, 1959. Pp. 25.

37. U.S. BUREAU OF LABOR STATISTICS. *Rest Periods, Washup, Work Clothing, and Military Leave Provisions in Major Union Contracts*. Washington, GPO, 1961. Pp. 32.

## Unemployment

38. U.S. BUREAU OF EMPLOYMENT SECURITY. *Handbook on Estimating Unemployment*. Rev. ed. Washington, GPO, 1961. Pp. 76.

This handbook "...is designed to provide background information on the development of unemployment estimating methodology and to provide a technique for the use of State employment security agencies, in estimating unemployment in major and small labor market areas, and for the State as a whole."

39. U.S. BUREAU OF EMPLOYMENT SECURITY. *Handbook on Sources of Data for Manpower Projections*. Washington, GPO, 1961. Pp. 80.

"This handbook is designed to assist the State employment security agencies in the preparation of needed population and labor data..."



40. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *Training of the Unemployed. Hearings before the Subcommittee on Employment and Manpower of the Committee on Labor and Public Welfare, United States Senate, Eighty-seventh Congress, First Session on S. 987 and S. 1991, Bills relating to the Training and Utilization of the Manpower Resources of the Nation, and for Other Purposes.* Washington, GPO, 1961. Pp. 309, 96. (Hearings held between March 20 and June 7, 1961.)

The U.S. Congressional Senate Subcommittee on Employment and Manpower held hearings on Bill S. 987, "A bill to authorize the retraining of persons displaced from their jobs by automation or other technological developments, foreign competition, relocation of industry, shift in market demands, or other change in the structure of the economy", and Bill S. 1991, "A bill relating to the occupational training, development, and use of the manpower resources of the Nation, and for other purposes."

### Universities and Colleges

41. SHEFFIELD, EDWARD FLETCHER. *Sources of University Support.* Ottawa, Canadian Universities Foundation, 1961. Pp. 23. (Text in English and French.)

42. VANDERKAMP, JOAN ROSEMARY (BUSHNELL). *Provincial Programmes of Aid to University Students, 1957-58 to 1960-61.* Ottawa, Canadian Universities Foundation, 1961. Pp. 27. (Text in English and French.)

### Wages and Hours

43. CANADA. BUREAU OF STATISTICS. *Review of Man-Hours and Hourly Earnings with Average Weekly Wages, 1945-60.* Ottawa, Queen's Printer, 1961. Pp. 47.

44. PALMER, EDGAR ZAVITZ, Ed. *City and Regional Wage Comparisons*, by Edgar Z. Palmer, Editor, David J. Thomas and Robert S. Polkinghorn. Lincoln, University of Nebraska, College of Business Administration, 1960. Pp. 108.

Contains two studies: Intercity Differentials in Retail Trade; Average Compensation, Productivity, and Sales per Store, by David John Thomas. Regional and City-Size Wage Differentials for Selected Occupations, by Robert Stephen Polkinghorn.

45. U.S. BUREAU OF LABOR STATISTICS. *Wage Chronology: United States Steel Corporation, 1937-60. Basic Chronology (including Supplements 1-6) and Supplements 7 and 8.* Washington, GPO, 1961. Pp. 29.

"This chronology describes changes in wage rates and related wage practices in the steel-producing divisions of the United States Steel Corporation that have been negotiated with the United Steelworkers of American (AFL-CIO) from 1937 to 1960."

46. WORLD CONFEDERATION OF ORGANIZATIONS OF THE TEACHING PROFESSION. *Report on Salary Negotiations Machinery for Teachers.* Washington, 1960. Pp. 92. (French version bears title, *Systèmes de négociation des traitements du personnel enseignant.*)

Provides information for 27 countries. "Special attention is given to (a) the existence of machinery of negotiation, (b) the parties involved in the process of negotiation, (c) the process of negotiation itself, (d) the methods of resolution if negotiation reaches an impasse, and (e) action following the negotiated agreement."

### Miscellaneous

47. DOMINION SECURITIES CORPORATION LIMITED. RESEARCH DEPARTMENT. *A Synopsis of the Report of the Royal Commission on Transportation, Volume 1.* Toronto, 1961. Pp. 8.

48. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Members, Nonmembers, Ex-members*, by Margaret K. Chandler and Philip Marden. Urbana, 1961. Pp. 14.

Based on a survey of registered nurses in District 15, Illinois Nurses' Association, to see why the nurses do or do not belong to the professional organization; what the organization means to them; how independent nurses are as professionals; and what their opinion is of the American Nurses' Association and its programs.

49. INDUSTRIAL WELFARE SOCIETY. *Further Papers on Government Pension Proposals; the Implications for Industry and Commerce of the National Insurance Bill, 1959.* London [1960?] Pp. 30.

50. SEMINAR ON THE PROTECTION OF HUMAN RIGHTS IN THE ADMINISTRATION OF CRIMINAL JUSTICE, WELLINGTON, N.Z., 1961. *Seminar on the Protection of Human Rights in the Administration of Criminal Justice (1961)* Wellington, New Zealand, 6 to 20 February 1961. Organized by the United Nations in co-operation with the Government of New Zealand. New York, United Nations, 1961. Pp. 158.

51. UNITED NATIONS. SECRETARY-GENERAL, 1953-1961 (HAMMARSKJOLD). *International Compensation for Fluctuations in Commodity Trade; Report by a Committee of Experts appointed by the Secretary-General.* New York, Dept. of Economic and Social Affairs, United Nations, 1961. Pp. 96.

52. U.S. BUREAU OF LABOR STATISTICS. *Foreign Trade and Collective Bargaining*, by Philip Arnow. Washington, 1960. Pp. 37.

Text of speech delivered at the spring meeting of the Industrial Relations Research Association, Detroit, May 7, 1960.

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# LABOUR STATISTICS

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## A—Labour Force

**TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED OCTOBER 14, 1961**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,538	613	1,812	2,386	1,142	585
Men.....	4,784	456	1,346	1,707	839	436
Women.....	1,754	157	466	679	303	149
14—19 years.....	618	82	199	188	108	41
20—24 years.....	818	85	270	266	137	60
25—44 years.....	2,976	251	831	1,116	504	274
45—64 years.....	1,903	173	466	730	344	190
65 years and over.....	223	22	46	86	49	20
Employed.....	6,220	571	1,698	2,294	1,106	551
Men.....	4,522	418	1,249	1,634	813	408
Women.....	1,698	153	449	660	293	143
Agricultural.....	704	78	149	158	295	24
Non-Agricultural.....	5,516	493	1,549	2,136	811	527
Paid Workers.....	5,085	468	1,426	1,976	746	469
Men.....	3,557	331	1,015	1,368	502	341
Women.....	1,528	137	411	608	244	128
Unemployed.....	318	42	114	92	36	34
Men.....	262	38	97	73	26	28
Women.....	56	4	17	19	10	6
Persons Not in the Labour Force.....	5,535	605	1,629	1,846	920	535
Men.....	1,227	152	353	382	208	132
Women.....	4,308	453	1,276	1,464	712	403



**TABLE A-2—UNEMPLOYED**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	October 1961	September 1961	October 1960
Total unemployed.....	318	308	368
On temporary layoff up to 30 days.....	13	16	21
Without work and seeking work.....	305	292	347
Seeking full-time work.....	280	270	332
Seeking part-time work.....	25	22	15
Seeking under 1 month.....	95	88	120
Seeking 1—3 months.....	102	98	125
Seeking 4—6 months.....	47	43	53
Seeking more than 6 months.....	61	63	49

**TABLE A-3—DESTINATION OF ALL IMMIGRANTS BY REGIONS**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Males
1953 Total.....	4,049	34,294	90,120	27,208	13,197	168,868	91,422
1954 Total.....	3,849	28,419	83,029	26,638	12,292	154,227	84,531
1955 Total.....	3,067	22,117	57,563	15,559	11,640	109,946	56,828
1956 Total.....	3,029	31,396	90,662	17,957	17,930	164,857 <sup>(1)</sup>	89,541
1957 Total.....	5,092	55,073	147,097	37,172	37,730	282,164	154,226
1958 Total.....	3,268	28,443	63,853	15,756	13,531	124,851	60,630
1959 Total.....	2,163	24,816	55,976	12,848	11,125	106,928	51,476
1st 9 Months 1960.....	1,695	18,917	43,784	11,146	8,301	83,843	42,567
1st 9 Months 1961.....	1,549	13,069	28,804	6,832	5,914	56,168	25,631

<sup>(1)</sup> Total includes 3,883 whose destination is not specified.**TABLE A-4—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Service	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing and Mechanical and Construction	Labourers	Others	Total Workers
1953 Total.....	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954 Total.....	9,983	6,775	1,938	2,735	11,974	10,920	763	25,099	13,011	578	84,376
1955 Total.....	8,563	5,775	1,190	2,146	9,588	7,036	514	15,117	7,687	371	57,987
1956 Total.....	10,339	9,492	2,255	3,823	13,800	7,500	1,649	29,264	12,482	435	91,039
1957 Total.....	17,256	16,829	5,254	6,559	17,574	10,838	2,693	54,376	19,471	661	151,511
1958 Total.....	8,497	6,745	1,229	2,229	11,501	5,071	513	17,476	9,388	429	63,078
1959 Total.....	7,784	5,459	999	2,107	9,740	4,965	371	12,792	8,940	394	53,551
1st 9 Months 1960....	6,578	4,888	1,062	1,781	6,634	4,620	602	11,590	6,291	276	44,322
1st 9 Months 1961....	5,983	3,402	460	978	5,081	2,020	137	6,654	3,110	47	27,872

## B—Labour Income

### B-1—ESTIMATES OF LABOUR INCOME

NOTE: All figures in this table except those for 1956 have been revised. Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Total			Quarterly Totals <sup>(1)</sup>						
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation <sup>(2)</sup>	Forestry	Construc- tion	Public utilities	Trade	Finance Services (including Govern- ment)	Supple- men- tary Labour income	Totals (3)
1956—Total....	498	4,586	1,560	371	1,210	239	2,069	3,546	617	14,890
1957—Total....	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total....	527	4,828	1,677	270	1,329	298	2,359	4,295	739	16,524
1959—Total....	552	5,103	1,773	288	1,472	316	2,528	4,705	819	17,761
1960—Total....	551	5,200	1,779	326	1,472	327	2,641	5,095	916	18,514
1960—										
September...	46.9	442.0	153.2	.....	.....	.....	.....	.....	.....	1,620.7
October.....	45.7	437.5	151.2	.....	.....	.....	.....	.....	.....	1,599.8
November...	45.4	432.3	148.5	91.6	369.9	82.6	685.4	1,319.2	235.5	1,573.7
December...	44.3	422.6	144.7	.....	.....	.....	.....	.....	.....	1,529.4
1961—										
January.....	44.2	420.0	140.5	.....	.....	.....	.....	.....	.....	1,494.3
February....	44.4	424.4	142.0	62.1	278.7	81.8	656.5	1,327.4	235.7	1,502.3
March.....	44.5	427.1	142.5	.....	.....	.....	.....	.....	.....	1,510.1
April.....	43.2	431.5	145.4	.....	.....	.....	.....	.....	.....	1,536.2
May.....	45.7	443.1	151.1	62.4	356.0	84.6	679.2	1,382.0	242.3	1,592.7
June.....	46.2	458.1	162.9	.....	.....	.....	.....	.....	.....	1,659.2
July.....	46.2	451.7	164.6	.....	.....	.....	.....	.....	.....	1,651.5
August*	46.3	460.0	160.2	75.4	438.4	87.6	690.2	1,392.7	248.1	1,667.7
September†..	46.0	462.7	159.8	.....	.....	.....	.....	.....	.....	1,687.9

(1) Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

(2) Includes post office wages and salaries.

(3) Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

\* Revised.

† Preliminary.



## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at September 1961 employers in the principal non-agricultural industries reported a total employment of 2,927,461. Tables C-4 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

**TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949-100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite				Manufacturing			
	Index Numbers (1949-100) <sup>(1)</sup>			Average Weekly Wages and Salaries	Index Numbers (1949-100)			Average Weekly Wages and Salaries
	Employment	Aggregate Payrolls	Average Weekly Wages and Salaries		Employment	Aggregate Payrolls	Average Weekly Wages and Salaries	
Averages				\$				\$
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956.....	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1959.....	119.7	205.7	171.0	73.47	111.1	193.3	172.5	75.84
1960								
September.....	123.1	220.7	178.2	76.55	111.6	201.6	178.2	78.37
October.....	121.5	218.2	178.3	76.60	109.6	199.4	179.6	78.95
November.....	119.7	214.5	177.9	76.43	108.1	197.2	180.0	79.16
December.....	114.8	202.4	175.0	75.18	104.1	187.0	177.2	77.92
1961								
January.....	111.6	201.4	179.2	77.00	104.3	191.6	181.1	79.65
February.....	111.0	202.5	181.1	77.80	104.6	193.5	182.5	80.24
March.....	111.1	202.3	180.7	77.64	104.9	194.4	182.8	80.36
April.....	112.6	206.3	181.8	78.12	105.4	196.7	184.1	80.95
May.....	117.2	214.6	181.6	78.00	108.4	201.8	183.6	80.72
June.....	121.3	223.6	182.8	78.55	111.2	208.1	184.6	81.17
July.....	122.5	225.1	182.1	78.24	110.9	205.6	182.7	80.34
August*.....	123.9	227.7	182.2	78.27	113.1	209.8	182.9	80.42
September†.....	123.2	227.7	183.3	78.73	112.7	211.0	184.6	81.15

<sup>(1)</sup>Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

\*Revised.

†Preliminary.

**TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Aug. 1961	July 1961	Aug. 1960	Aug. 1961	July 1961	Aug. 1960
<b>Provinces</b>				\$	\$	\$
Newfoundland.....	143.0	149.5	149.2	71.10	71.87	67.48
Prince Edward Island.....	147.0	145.0	148.7	56.11	56.18	53.06
Nova Scotia.....	100.2	102.4	98.9	64.17	64.44	62.43
New Brunswick.....	112.4	111.9	109.2	62.32	62.59	62.44
Quebec.....	124.3	122.8	123.7	75.11	75.24	73.28
Ontario.....	122.4	120.6	121.4	81.84	81.64	78.93
Manitoba.....	115.9	115.6	116.9	74.04	74.15	72.33
Saskatchewan.....	132.5	132.7	135.4	74.58	75.50	72.80
Alberta (including Northwest Territories).....	165.1	164.0	162.6	81.72	80.62	78.03
British Columbia (including Yukon).....	118.7	118.8	119.9	84.04	84.67	82.48
<b>Canada.....</b>	<b>123.6</b>	<b>122.5</b>	<b>123.1</b>	<b>78.26</b>	<b>78.24</b>	<b>75.94</b>
<b>Urban Areas</b>						
St. John's.....	143.7	144.3	144.0	58.22	58.60	55.36
Sydney.....	81.8	88.3	90.2	76.37	76.53	74.44
Halifax.....	123.4	123.2	116.9	66.14	65.51	62.69
Moncton.....	109.0	108.9	102.5	60.66	61.10	59.35
Saint John.....	108.5	107.1	107.9	62.71	61.37	63.06
Chicoutimi—Jonquiere.....	116.0	115.1	123.5	95.96	98.94	92.89
Quebec.....	119.5	119.0	114.2	67.36	66.52	64.08
Sherbrooke.....	109.8	105.1	104.2	64.91	65.50	63.30
Shawinigan.....	108.8	108.1	112.7	86.59	87.01	83.04
Three Rivers.....	116.6	113.3	114.8	73.49	73.22	70.68
Drummondville.....	80.4	76.2	76.8	63.22	62.32	61.10
Montreal.....	125.4	124.5	124.7	77.15	77.21	75.05
Ottawa—Hull.....	134.3	131.0	127.6	73.45	74.05	71.30
Kingston.....	123.2	123.6	116.2	77.67	76.69	73.33
Peterborough.....	90.5	90.8	95.1	85.41	86.38	84.41
Oshawa.....	158.7	115.2	126.9	92.81	91.61	86.94
Toronto.....	134.5	132.4	130.9	82.51	82.36	79.54
Hamilton.....	110.2	109.8	111.8	87.60	87.97	84.74
St. Catharines.....	109.5	109.8	107.7	89.48	88.21	85.09
Niagara Falls.....	108.5	103.7	114.7	77.39	79.49	74.59
Brantford.....	82.2	83.2	78.2	73.72	73.94	70.38
Guelph.....	125.2	122.1	121.6	73.96	73.19	71.86
Galt.....	108.0	106.8	118.8	70.73	70.68	69.00
Kitchener.....	124.6	123.3	122.8	74.06	74.48	72.94
Sudbury.....	149.1	149.8	148.9	92.63	92.90	89.04
Timmins.....	93.4	94.0	95.6	71.38	70.33	68.44
London.....	132.5	131.8	125.9	75.75	74.65	73.33
Sarnia.....	134.8	135.2	129.4	101.89	101.00	98.05
Windsor.....	73.4	68.1	75.3	87.11	86.52	84.00
Sault Ste. Marie.....	148.8	146.9	145.1	103.51	99.04	99.07
Ft. William—Pt. Arthur.....	116.6	116.9	117.3	81.81	81.65	79.24
Winnipeg.....	113.8	113.4	115.5	70.99	71.08	69.12
Regina.....	144.0	141.6	138.6	71.59	72.63	70.50
Saskatoon.....	145.4	149.2	148.3	69.52	70.01	67.76
Edmonton.....	198.6	195.6	193.3	76.27	75.40	73.01
Calgary.....	177.7	176.3	177.4	77.40	76.51	74.65
Vancouver.....	116.1	115.5	116.0	83.46	84.26	81.59
Victoria.....	112.7	111.9	111.0	76.68	77.22	74.45

**TABLE C-4—HOURS IN MANUFACTURING BY PROVINCES**

This table is published every second month



**TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: "Employment and Payrolls", D.B.S.

NOTE: Information for other industries is given in "Employment and Payrolls".

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Aug. 1961	July 1961	Aug. 1960	Aug. 1961	July 1961	Aug. 1960
<b>Mining</b> .....	<b>121.1</b>	<b>121.0</b>	<b>123.9</b>	<b>\$ 94.93</b>	<b>\$ 94.28</b>	<b>\$ 92.62</b>
Metal mining.....	136.0	136.2	140.5	97.35	96.01	94.73
Gold.....	72.4	73.2	74.9	79.28	78.64	75.84
Other metal.....	195.3	195.0	201.6	103.60	102.79	101.27
Fuels.....	85.1	84.7	88.9	96.72	97.19	93.92
Coal.....	43.5	42.0	46.2	73.95	74.05	71.24
Oil and natural gas.....	264.6	268.4	272.9	112.82	112.77	110.46
Non-metal.....	158.6	158.1	151.0	82.73	83.00	81.52
<b>Manufacturing</b> .....	<b>112.9</b>	<b>110.9</b>	<b>111.7</b>	<b>\$ 80.87</b>	<b>\$ 80.34</b>	<b>\$ 77.62</b>
Durable goods.....	113.5	111.6	111.6	87.09	86.83	84.18
Non-durable goods.....	112.5	110.4	111.7	74.69	74.96	72.12
Food and beverages.....	129.6	125.7	130.6	68.08	70.33	65.78
Meat products.....	140.6	140.0	140.8	80.60	80.61	77.33
Canned and preserved fruits and vegetables.....	176.5	152.3	195.7	50.21	55.64	50.28
Grain mill products.....	104.4	104.0	106.4	79.29	79.51	76.09
Bread and other bakery products.....	113.4	112.9	114.7	67.82	68.17	66.39
Distilled and malt liquors.....	103.4	101.3	105.6	99.05	100.14	92.46
Tobacco and tobacco products.....	80.2	81.5	78.3	84.16	82.88	80.63
Rubber products.....	99.9	99.6	101.9	85.15	82.63	80.24
Leather products.....	89.3	87.8	85.3	55.77	54.04	53.36
Boots and shoes (except rubber).....	96.1	95.1	93.0	53.27	52.00	51.09
Textile products (except clothing).....	79.5	77.8	76.9	64.89	63.49	62.57
Cotton yarn and broad woven goods.....	73.1	70.8	67.8	62.68	59.21	58.43
Woollen goods.....	62.9	62.3	63.8	61.08	60.52	59.63
Synthetic textiles and silk.....	85.1	84.0	83.5	70.51	70.34	69.02
Clothing (textile and fur).....	92.4	88.5	91.9	51.57	50.15	49.55
Men's clothing.....	93.1	89.4	91.3	49.71	48.42	47.77
Women's clothing.....	102.8	96.6	100.5	53.91	52.05	51.46
Knit goods.....	73.2	70.1	74.4	50.79	49.99	49.17
Wood products.....	111.5	111.0	108.5	69.32	69.33	67.78
Saw and planing mills.....	116.9	117.4	111.1	70.25	71.07	69.41
Furniture.....	113.3	109.8	113.2	69.86	67.75	66.72
Other wood products.....	81.4	82.4	87.4	61.38	61.34	60.68
Paper products.....	128.5	128.0	128.8	94.75	94.68	91.55
Pulp and paper mills.....	130.2	129.9	131.2	101.66	101.78	98.31
Other paper products.....	124.3	123.5	123.1	77.79	77.18	74.58
Printing, publishing and allied industries.....	123.9	123.7	123.5	87.70	87.67	84.54
Iron and steel products.....	105.4	105.2	105.5	92.96	92.39	89.18
Agricultural implements.....	62.5	64.2	63.5	90.74	91.75	84.42
Fabricated and structural steel.....	153.7	150.8	142.3	91.86	91.68	88.75
Hardware and tools.....	100.9	99.7	99.3	81.11	81.86	79.42
Heating and cooking appliances.....	101.6	97.8	99.6	80.35	79.23	76.82
Iron castings.....	90.8	90.6	89.5	89.49	88.34	84.84
Machinery, industrial.....	116.6	116.5	115.3	88.24	88.02	85.89
Primary iron and steel.....	120.4	122.2	121.2	109.50	106.49	103.14
Sheet metal products.....	109.7	108.4	112.9	90.68	92.37	90.79
Wire and wire products.....	112.0	112.2	114.4	93.71	94.68	89.27
Transportation equipment.....	104.1	97.6	96.6	90.87	90.94	88.63
Aircraft and parts.....	254.9	254.6	239.8	92.67	94.33	93.11
Motor vehicles.....	91.9	68.1	77.9	102.79	106.41	100.72
Motor vehicles parts and accessories.....	103.2	102.2	90.7	89.95	87.52	85.27
Railroad and rolling stock equipment.....	58.3	57.6	61.7	84.02	85.52	79.48
Shipbuilding and repairing.....	130.5	128.9	119.4	82.44	81.49	83.30
Non-ferrous metal products.....	124.4	123.3	132.3	93.89	93.10	90.04
Aluminum products.....	144.3	141.2	150.7	90.58	89.81	84.87
Brass and copper products.....	104.8	103.4	102.6	90.74	88.98	85.79
Smelting and refining.....	140.4	141.4	156.5	101.92	101.09	97.72
Electrical apparatus and supplies.....	135.1	133.2	132.1	88.02	87.73	84.90
Heavy electrical machinery.....	100.7	101.5	105.2	94.59	95.20	92.14
Telecommunication equipment.....	235.5	226.4	211.5	86.14	86.20	84.24
Non-metallic mineral products.....	146.5	147.3	147.0	85.87	84.74	81.41
Clay products.....	92.9	94.9	92.0	76.98	76.73	74.01
Glass and glass products.....	157.8	159.3	153.6	82.10	78.93	76.76
Products of petroleum and coal.....	138.5	139.6	140.2	116.21	116.38	114.32
Petroleum refining and products.....	141.3	142.3	143.2	116.93	117.17	115.13
Chemical products.....	132.7	133.3	134.4	95.03	94.44	90.60
Medicinal and pharmaceutical preparations.....	119.7	119.0	117.0	83.51	83.39	80.09
Acids, alkalis and salts.....	158.5	159.9	162.7	105.50	106.06	100.37
Miscellaneous manufacturing industries.....	142.5	138.9	132.1	71.17	70.70	69.83
<b>Construction</b> .....	<b>145.0</b>	<b>143.4</b>	<b>146.4</b>	<b>\$ 84.41</b>	<b>\$ 84.02</b>	<b>\$ 83.36</b>
Building and general engineering.....	137.1	135.5	140.7	92.38	91.65	90.56
Highways, bridges and streets.....	158.2	156.5	155.9	72.85	72.95	72.68
Electric and motor transportation.....	138.0	136.2	133.9	84.00	82.90	80.78
<b>Service</b> .....	<b>160.9</b>	<b>157.1</b>	<b>151.0</b>	<b>\$ 54.91</b>	<b>\$ 54.96</b>	<b>\$ 52.32</b>
Hotels and restaurants.....	140.4	140.4	140.6	41.57	41.78	40.73
Laundries and dry cleaning plants.....	125.1	125.6	115.9	48.13	48.24	46.15
<b>Industrial composite</b> .....	<b>123.6</b>	<b>122.5</b>	<b>123.1</b>	<b>78.26</b>	<b>78.24</b>	<b>75.94</b>

# TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Aug. 1961	July 1961	Aug. 1960	Aug. 1961	July 1961	Aug. 1960	Aug. 1961	July 1961	Aug. 1960
	no.	no.	no.	\$	\$	\$	\$	\$	\$
<b>Mining</b> .....	<b>41.9</b>	<b>41.4</b>	<b>41.5</b>	<b>2.11</b>	<b>2.11</b>	<b>2.07</b>	<b>88.24</b>	<b>87.55</b>	<b>85.90</b>
Metal mining.....	42.2	41.3	41.7	2.19	2.20	2.15	92.34	90.66	89.76
Gold.....	42.6	41.1	42.5	1.72	1.70	1.66	73.04	70.05	70.41
Other metal.....	42.1	41.3	41.3	2.36	2.38	2.35	99.55	98.40	97.16
Fuels.....	39.7	41.0	40.3	1.98	1.98	1.93	78.67	81.27	78.03
Coal.....	39.1	41.5	40.2	1.76	1.74	1.71	68.83	72.40	68.78
Oil and natural gas.....	40.6	40.1	40.6	2.33	2.35	2.29	94.61	94.67	93.16
Non-metal.....	43.1	42.8	42.4	1.91	1.91	1.86	82.30	81.84	79.02
<b>Manufacturing</b> .....	<b>40.8</b>	<b>40.6</b>	<b>40.5</b>	<b>1.82</b>	<b>1.82</b>	<b>1.76</b>	<b>74.23</b>	<b>73.95</b>	<b>71.46</b>
Durable goods.....	41.2	40.9	40.8	1.98	1.98	1.99	81.69	81.01	78.54
Non-durable goods.....	40.6	40.4	40.3	1.67	1.68	1.62	67.66	67.73	65.30
Food and beverages.....	39.8	41.1	40.2	1.55	1.57	1.50	61.70	64.50	60.29
Meat products.....	40.6	40.4	39.8	1.88	1.83	1.83	76.51	75.86	72.78
Canned and preserved fruits and vegetables.....	37.5	41.2	41.2	1.19	1.21	1.15	44.71	49.79	47.33
Grain mill products.....	42.5	42.3	41.9	1.76	1.78	1.72	74.84	75.25	71.92
Bread and other bakery products.....	41.6	42.2	41.8	1.49	1.49	1.36	62.03	63.08	60.98
Distilled liquors.....	40.2	39.6	39.2	2.05	2.06	1.96	82.45	81.55	76.78
Malt liquors.....	40.9	41.9	39.5	2.33	2.35	2.22	95.23	98.54	87.49
Tobacco and tobacco products.....	40.5	39.6	41.1	1.96	1.85	1.84	79.37	77.29	75.38
Rubber products.....	42.4	40.9	41.1	1.87	1.87	1.81	79.29	76.39	74.45
Leather products.....	41.6	40.2	40.6	1.24	1.23	1.20	51.49	49.38	48.96
Boots and shoes (except rubber).....	41.6	40.7	40.6	1.15	1.18	1.16	49.38	47.91	47.09
Other leather products.....	41.5	39.2	40.9	1.35	1.34	1.31	56.19	52.73	53.35
Textile products (except clothing).....	42.5	41.3	41.7	1.38	1.37	1.34	58.59	56.59	56.06
Cotton yarn and broad woven goods.....	41.3	39.2	39.6	1.41	1.40	1.36	58.73	54.76	53.73
Woolen goods.....	43.6	42.7	43.5	1.29	1.28	1.26	56.02	54.81	54.70
Synthetic textiles and silk.....	43.4	42.8	42.7	1.45	1.45	1.44	62.98	62.30	61.31
Clothing (textile and fur).....	39.3	37.9	38.8	1.19	1.18	1.15	46.71	44.89	44.56
Men's clothing.....	38.5	37.3	38.1	1.18	1.17	1.15	46.71	43.67	43.97
Women's clothing.....	38.4	36.7	37.9	1.28	1.27	1.21	49.09	46.59	46.06
Knit goods.....	41.8	40.8	41.3	1.10	1.10	1.07	48.03	44.95	44.19
*Wood products.....	41.5	41.4	41.2	1.60	1.60	1.57	66.37	66.27	64.71
Saw and planing mills.....	40.5	40.8	40.2	1.69	1.69	1.67	68.20	69.14	67.40
Furniture.....	44.1	42.5	43.1	1.49	1.48	1.45	65.64	62.74	62.40
Other wood products.....	41.9	42.0	42.1	1.34	1.34	1.33	56.20	56.26	55.97
Paper products.....	41.5	41.3	41.3	2.16	2.32	2.24	96.32	95.88	92.25
Pulp and paper mills.....	41.3	41.3	41.3	2.33	2.32	2.24	96.32	95.88	92.25
Other paper products.....	41.9	41.6	41.2	1.71	1.70	1.65	71.54	70.70	68.15
Printing, publishing and allied industries.....	39.2	39.0	38.9	2.22	2.22	2.16	87.27	86.33	84.22
*Iron and steel products.....	41.2	40.9	40.6	2.16	2.15	2.09	88.57	87.05	84.62
Agricultural implements.....	37.9	38.3	37.0	2.16	2.17	2.01	81.77	83.27	74.32
Fabricated and structural steel.....	40.5	39.4	40.8	2.09	2.11	2.00	84.77	83.09	81.67
Hardware and tools.....	41.6	42.0	41.4	1.78	1.79	1.77	74.14	75.25	73.40
Heating and cooking appliances.....	41.4	40.6	40.6	1.81	1.80	1.75	75.14	73.24	71.05
Iron castings.....	42.1	41.6	40.9	2.03	2.02	1.97	85.45	84.03	80.56
Machinery, industrial.....	41.5	41.3	41.5	1.98	1.98	1.93	82.21	81.98	80.10
Primary iron and steel.....	41.4	40.3	39.7	2.55	2.55	2.50	105.65	102.80	99.03
Sheet metal products.....	41.2	41.8	42.0	2.11	2.13	2.07	86.76	89.24	87.06
Wire and wire products.....	42.3	42.3	40.9	2.11	2.12	2.03	88.47	89.69	83.12
*Transportation equipment.....	40.1	39.9	40.3	2.12	2.11	2.03	85.07	84.22	81.76
Aircraft and parts.....	40.7	40.9	41.3	2.08	2.12	2.05	84.59	86.69	84.79
Motor vehicles.....	40.3	39.7	40.1	2.35	2.39	2.24	94.98	94.75	90.48
Motor vehicle parts and accessories.....	39.3	38.8	39.7	2.09	2.08	1.96	84.16	80.67	77.94
Railroad and rolling stock equipment.....	39.5	40.3	39.0	2.08	2.07	1.96	81.95	83.59	75.71
Shipbuilding and repairing.....	39.5	39.1	41.1	2.04	2.03	1.99	80.65	79.46	82.03
*Non-ferrous metal products.....	41.0	40.5	40.5	2.14	2.15	2.09	87.64	86.92	84.65
Aluminum products.....	43.2	41.9	42.3	1.89	1.90	1.80	81.49	79.58	78.09
Brass and copper products.....	42.3	41.6	40.6	2.03	2.02	1.98	85.99	84.04	80.42
Smelting and refining.....	41.1	39.8	40.1	2.38	2.38	2.31	95.40	94.86	92.41
*Electrical apparatus and supplies.....	41.1	40.8	40.5	1.88	1.89	1.84	77.35	77.04	74.57
Heavy electrical machinery and equipment.....	40.9	41.2	40.6	2.07	2.08	1.96	84.84	85.64	83.51
Telecommunication equipment.....	40.6	40.8	40.7	1.73	1.73	1.69	70.28	70.77	68.60
Refrigerators, vacuum cleaners and appliances.....	40.0	39.4	39.1	1.89	1.91	1.86	75.05	75.41	72.70
Wire and cable.....	44.4	43.0	41.9	2.12	2.11	2.04	94.05	90.76	85.64
Miscellaneous electrical products.....	40.9	40.1	40.5	1.79	1.80	1.72	73.13	72.13	69.83
*Non-metallic mineral products.....	43.3	42.9	42.8	1.88	1.86	1.79	81.23	79.67	76.62
Clay products.....	42.7	42.5	41.7	1.68	1.68	1.63	71.58	71.55	67.78
Glass and glass products.....	40.6	39.8	40.7	1.91	1.86	1.78	77.82	73.94	72.47
Products of petroleum and coal.....	41.1	41.3	39.9	2.56	2.57	2.52	105.27	105.96	100.54
Chemical products.....	40.6	40.8	40.2	2.04	2.03	1.98	82.85	82.92	79.58
Medicinal and pharmaceutical preparations.....	39.8	39.8	39.7	1.56	1.54	1.51	62.11	61.33	59.79
Acids, alkalis and salts.....	40.0	40.9	39.7	2.30	2.35	2.27	94.62	95.96	90.04
Miscellaneous manufacturing industries.....	41.3	41.1	41.5	1.50	1.50	1.47	61.89	61.40	60.87
<b>Construction</b> .....	<b>42.7</b>	<b>42.4</b>	<b>42.9</b>	<b>1.95</b>	<b>1.94</b>	<b>1.93</b>	<b>83.32</b>	<b>82.47</b>	<b>82.65</b>
Building and general engineering.....	42.2	41.9	42.3	2.14	2.14	2.10	90.51	89.49	89.03
Highways, bridges and streets.....	43.5	43.3	43.8	1.63	1.63	1.64	70.89	70.41	71.72
Electric and motor transportation.....	44.3	43.3	43.7	1.90	1.89	1.83	84.32	81.96	80.13
<b>Service</b> .....	<b>38.9</b>	<b>38.9</b>	<b>39.2</b>	<b>1.04</b>	<b>1.04</b>	<b>1.02</b>	<b>49.64</b>	<b>49.58</b>	<b>49.09</b>
Hotel and restaurants.....	39.2	39.1	39.6	1.01	1.01	0.99	39.38	39.31	39.16
Laundries and dry cleaning plants.....	39.4	39.7	39.3	1.03	1.02	1.00	40.73	40.74	39.29

\* Durable manufactured goods industries.



**TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED  
WAGE EARNERS IN MANUFACTURING**

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
	No.	\$	\$	No.	
Monthly Average 1955.....	41.0	1.45	59.45	142.4	122.4
Monthly Average 1956.....	41.0	1.52	62.40	149.5	126.3
Monthly Average 1957.....	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
<b>Last Pay Period in:</b>					
1960 September.....	40.9	1.77	72.37	173.4	134.0
October.....	40.6	1.78	72.66	174.1	134.3
November.....	40.6	1.79	72.82	174.5	134.6
December.....	38.7	1.82	70.60	169.1	130.9
1961 January.....	40.1	1.81	72.76	174.3	135.2
February.....	40.4	1.82	72.40	175.9	136.2
March.....	40.3	1.83	73.64	176.4	136.7
April.....	40.6	1.84	74.56	178.6	138.5
May.....	40.5	1.84	74.44	178.3	138.3
June.....	41.0	1.83	75.02	179.7	139.3
July.....	40.6	1.82	73.95	177.2	137.3
August*.....	40.9	1.82	74.26	177.9	137.8
September†.....	41.3	1.82	74.97	179.6	139.0

Note: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, D.B.S. page ii.

\* Revised.

† Latest figures subject to revision.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on two statistical reports of the National Employment Service. These reports serve different operational purposes and, therefore, the data are not necessarily identical.

**TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
<b>Date Nearest:</b>						
December 1, 1955.....	26,895	14,969	41,864	194,478	73,852	268,330
December 1, 1956.....	27,634	16,442	44,076	171,326	74,709	246,035
December 1, 1957.....	13,327	11,209	24,536	326,568	107,176	433,744
December 1, 1958.....	11,579	9,752	21,331	329,050	126,341	455,391
December 1, 1959.....	15,201	12,674	27,875	365,031	137,855	502,886
December 1, 1960.....	15,932	10,799	26,731	393,856	144,123	537,979
January 1, 1961.....	9,859	7,996	17,855	570,789	163,893	734,682
February 1, 1961.....	8,866	8,377	17,243	668,766	185,972	854,738
March 1, 1961.....	8,786	9,513	18,299	691,351	186,991	878,342
April 1, 1961.....	9,927	11,387	21,314	683,034	180,982	864,016
May 1, 1961.....	14,098	13,802	27,900	594,904	172,884	767,788
June 1, 1961.....	17,078	17,208	34,286	418,213	151,611	569,824
July 1, 1961.....	15,103	16,445	31,548	268,284	125,447	393,731
August 1, 1961.....	15,850	14,732	30,582	246,016	117,993	364,009
September 1, 1961.....	14,963	17,850	32,813	216,245	104,695	320,940
October 1, 1961.....	14,645	17,066	31,711	216,358	107,697	324,055
November 1, 1961 (Q).....	12,936	14,979	27,915	249,228	107,697	356,925
December 1, 1961 (Q).....	17,430	15,930	33,360	329,328	125,001	454,329

(1) Latest figures subject to revision.

\*Current Vacancies only. Deferred Vacancies are excluded.

**TABLE D-2—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT OCTOBER 31, 1961 <sup>(1)</sup>**

(Source: National Employment Service, Unemployment Insurance Commission)

Industry	Male	Female	Total	Change from	
				Sept. 29 1961	Oct. 31 1960
<b>Agriculture, Fishing, Trapping</b> .....	<b>479</b>	<b>101</b>	<b>580</b>	<b>-1,923</b>	<b>+ 186</b>
<b>Forestry</b> .....	<b>715</b>	<b>6</b>	<b>721</b>	<b>- 488</b>	<b>- 331</b>
<b>Mining, Quarrying and Oil Wells</b> .....	<b>304</b>	<b>30</b>	<b>334</b>	<b>+ 23</b>	<b>- 125</b>
Metal Mining.....	181	10	191	+ 14	- 84
Fuels.....	63	11	74	- 2	- 66
Non-Metal Mining.....	15	2	17	- 2	- 8
Quarrying, Clay and Sand Pits.....	23	0	23	+ 9	+ 19
Prospecting.....	22	7	29	+ 4	+ 14
<b>Manufacturing</b> .....	<b>2,978</b>	<b>2,425</b>	<b>5,403</b>	<b>-1,315</b>	<b>+1,552</b>
Foods and Beverages.....	253	339	592	- 665	+ 176
Tobacco and Tobacco Products.....	149	43	192	+ 176	+ 180
Rubber Products.....	11	17	28	- 1	- 8
Leather Products.....	79	140	219	- 65	+ 68
Textile Products (except clothing).....	87	143	230	- 2	+ 114
Clothing (textile and fur).....	140	948	1,088	- 276	+ 386
Wood Products.....	256	80	336	- 109	+ 73
Paper Products.....	107	36	143	- 77	+ 168
Printing, Publishing and Allied Industries.....	123	109	232	- 40	+ 86
Iron and Steel Products.....	551	92	643	- 143	+ 169
Transportation Equipment.....	496	57	553	- 29	+ 226
Non-Ferrous Metal Products.....	93	40	133	- 37	+ 10
Electrical Apparatus and Supplies.....	254	127	381	- 26	+ 128
Non-Metallic Mineral Products.....	61	19	80	- 14	+ 18
Products of Petroleum and Coal.....	28	9	37	0	+ 21
Chemical Products.....	157	121	278	+ 33	+ 32
Miscellaneous Manufacturing Industries.....	133	105	238	- 40	+ 61
<b>Construction</b> .....	<b>1,468</b>	<b>61</b>	<b>1,529</b>	<b>- 118</b>	<b>+ 219</b>
General Contractors.....	824	42	866	- 128	+ 125
Special Trade Contractors.....	644	19	663	+ 10	+ 94
<b>Transportation, Storage and Communication</b> .....	<b>401</b>	<b>192</b>	<b>593</b>	<b>- 153</b>	<b>0</b>
Transportation.....	269	63	332	- 127	+ 24
Storage.....	15	7	22	- 18	- 6
Communication.....	117	122	239	- 8	+ 18
<b>Public Utility Operation</b> .....	<b>82</b>	<b>16</b>	<b>98</b>	<b>- 7</b>	<b>+ 20</b>
<b>Trade</b> .....	<b>2,391</b>	<b>2,995</b>	<b>5,386</b>	<b>- 116</b>	<b>+1,419</b>
Wholesale.....	701	376	1,077	- 176	+ 171
Retail.....	1,690	2,619	4,309	+ 60	+1,248
<b>Finance, Insurance and Real Estate</b> .....	<b>662</b>	<b>468</b>	<b>1,130</b>	<b>- 58</b>	<b>+ 279</b>
<b>Service</b> .....	<b>3,509</b>	<b>8,510</b>	<b>12,019</b>	<b>- 40</b>	<b>+1,543</b>
Community or Public Service.....	249	1,883	2,132	- 369	+ 234
Government Service.....	2,205	367	2,572	+1,561	- 521
Recreation Service.....	69	70	139	- 50	+ 42
Business Service.....	452	435	887	- 13	+ 90
Personal Service.....	534	5,755	6,289	-1,169	+1,698
<b>GRAND TOTAL</b> .....	<b>12,989</b>	<b>14,804</b>	<b>27,793</b>	<b>-4,195</b>	<b>+4,762</b>

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.



**TABLE D-3—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT  
BY OCCUPATION AND BY SEX AS AT OCTOBER 31, 1961<sup>(1)</sup>**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,563	1,706	3,269	6,516	1,861	8,377
Clerical Workers.....	1,022	2,790	3,812	14,892	43,462	58,354
Sales Workers.....	1,499	1,704	3,203	6,750	12,818	19,568
Personal and Domestic Service Workers.	615	6,232	6,847	28,167	20,923	49,090
Seamen.....				1,052	2	1,054
Agriculture, Fishing, Forestry (Ex. log.).	500	80	580	3,541	204	3,745
Skilled and Semi-Skilled Workers.....	4,766	1,526	6,292	107,866	13,055	120,921
Food and kindred products (incl. tobacco).....	63	10	73	1,110	425	1,535
Textiles, clothing, etc.....	138	1,131	1,269	1,918	7,483	9,401
Lumber and lumber products.....	806	2	808	8,615	93	8,708
Pulp, paper (incl. printing).....	45	2	47	975	398	1,373
Leather and leather products.....	40	108	148	907	930	1,837
Stone, clay and glass products.....	12	1	13	302	24	326
Metalworking.....	682	25	707	13,623	598	14,221
Electrical.....	188	44	232	2,586	602	3,188
Transportation equipment.....	6		6	460	28	488
Mining.....	51		51	2,475		2,475
Construction.....	765		765	25,879	5	25,884
Transportation (except seamen).....	493	16	509	19,684	104	19,788
Communications and public utility...	75		75	684	3	687
Trade and service.....	201	145	346	4,251	1,474	5,725
Other skilled and semi-skilled.....	1,007	29	1,036	17,817	673	18,490
Foremen.....	61	12	73	2,182	210	2,392
Apprentices.....	133	1	134	4,398	5	4,403
Unskilled Workers.....	2,971	941	3,912	80,444	15,372	95,816
Food and tobacco.....	195	289	484	2,743	3,935	6,678
Lumber and lumber products.....	41	11	52	8,417	314	8,731
Metalworking.....	47	22	69	5,072	389	5,461
Construction.....	1,438		1,438	39,259		39,259
Other unskilled workers.....	1,250	619	1,869	24,953	10,734	35,687
<b>GRAND TOTAL.....</b>	<b>12,936</b>	<b>14,879</b>	<b>27,915</b>	<b>249,228</b>	<b>107,697</b>	<b>356,925</b>

<sup>(1)</sup> Preliminary—subject to revision.

<sup>(2)</sup> Current vacancies only. Deferred vacancies are excluded.

**TABLE D-4—REGISTRATIONS FOR EMPLOYMENT AT OCTOBER 31, 1961  
AND NOVEMBER 3, 1960**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Oct. 31 1961 <sup>(1)</sup>	Nov. 3, 1960	Office	Oct. 31, 1961 <sup>(1)</sup>	Nov. 3, 1960
<b>Newfoundland</b> .....	<b>7,783</b>	<b>7,534</b>	<b>Quebec—(Conc'd.)</b>		
Corner Brook.....	1,487	1,673	Val d'Or.....	1,386	1,420
Grand Falls.....	439	860	Valleyfield.....	1,253	1,640
St. John's.....	5,857	5,001	Victoriaville.....	1,820	1,530
			Ville St. Georges.....	1,352	1,245
<b>Prince Edward Island</b> .....	<b>1,103</b>	<b>1,288</b>	<b>Ontario</b> .....	<b>120,134</b>	<b>148,423</b>
Charlottetown.....	674	745	Aarnprior.....	238	203
Summerside.....	429	543	Barrie.....	939	1,145
<b>Nova Scotia</b> .....	<b>14,649</b>	<b>15,978</b>	Belleville.....	1,282	1,552
Amherst.....	500	571	Bracebridge.....	517	691
Bridgewater.....	586	831	Brampton.....	831	1,259
Halifax.....	3,946	4,628	Brantford.....	2,386	2,813
Inverness.....	222	208	Brockville.....	423	630
Kentville.....	788	1,300	Carleton Place.....	149	131
Liverpool.....	421	413	Chatham.....	1,468	1,651
New Glasgow.....	1,198	1,838	Cobourg.....	652	641
Springhill.....	647	878	Collingwood.....	444	564
Sydney.....	3,573	3,085	Cornwall.....	2,101	2,750
Sydney Mines*.....	1,054	—	Elliot Lake.....	555	249
Truro.....	873	1,104	Fort Erie.....	486	553
Yarmouth.....	841	1,122	Fort Frances.....	389	313
			Fort William.....	1,521	1,655
<b>New Brunswick</b> .....	<b>11,028</b>	<b>13,341</b>	Galt.....	1,125	1,704
Bathurst.....	858	1,196	Gananoque.....	235	215
Campbellton.....	737	1,317	Goderich.....	340	421
Edmundston.....	641	579	Guelph.....	1,277	1,659
Fredericton.....	1,015	1,321	Hamilton.....	9,715	13,428
Minto.....	349	426	Hawkesbury.....	367	433
Moncton.....	2,649	3,108	Kapuskasing.....	860	796
Newcastle.....	858	923	Kenora.....	535	485
Saint John.....	2,317	2,700	Kingston.....	1,867	1,737
St. Stephen.....	921	828	Kirkland Lake.....	916	1,013
Sussex.....	240	365	Kitchener.....	1,728	2,208
Woodstock.....	443	578	Leamington.....	688	975
			Lindsay.....	415	460
<b>Quebec</b> .....	<b>107,754</b>	<b>115,628</b>	Listowel.....	161	246
Alma.....	1,415	1,097	London.....	3,161	4,681
Asbestos.....	387	383	Long Branch.....	2,664	3,582
Baie Comeau.....	436	377	Midland.....	441	498
Beauharnois.....	750	746	Napanea.....	310	356
Buckingham.....	568	710	Newmarket.....	876	1,031
Causapscal.....	790	788	Niagara Falls.....	1,494	2,071
Chandler.....	780	242	North Bay.....	1,112	1,352
Chicoutimi.....	1,833	1,623	Oakville.....	693	907
Cowansville.....	456	324	Orillia.....	607	917
Dolbeau.....	777	668	Oshawa.....	3,982	5,000
Drummondville.....	1,290	1,454	Ottawa.....	4,032	5,013
Farnham.....	297	434	Owen Sound.....	678	1,100
Forestville.....	339	217	Parry Sound.....	270	317
Gaspé.....	450	316	Pembroke.....	1,323	1,299
Granby.....	1,407	1,607	Perth.....	349	422
Hull.....	2,031	2,421	Peterborough.....	2,251	2,910
Joliette.....	2,106	2,568	Picton.....	185	272
Jonquière.....	1,985	1,828	Port Arthur.....	2,422	2,298
Lachute.....	488	550	Port Colborne.....	629	796
La Malbaie.....	621	499	Prescott.....	486	553
La Tuque.....	767	512	Renfrew.....	261	309
Lévis.....	1,603	2,307	St. Catharines.....	2,862	3,360
Louiseville.....	577	748	St. Thomas.....	741	1,221
Magog.....	331	511	Sarnia.....	1,956	2,195
Maniwaki.....	352	420	Sault Ste. Marie.....	1,613	2,048
Matane.....	786	488	Simcoe.....	609	892
Mégantic.....	447	504	Sioux Lookout.....	162	109
Mont-Laurier.....	462	411	Smiths Falls.....	345	338
Montmagny.....	905	626	Stratford.....	535	589
Montréal.....	44,537	49,002	Sturgeon Falls.....	678	621
New Richmond.....	650	403	Sudbury.....	2,631	2,827
Port Alfred.....	642	386	Tillsonburg.....	315	355
Québec.....	7,214	8,434	Timmins.....	1,622	1,644
Rimouski.....	1,815	1,484	Toronto.....	29,719	38,104
Rivière du Loup.....	1,391	1,412	Trenton.....	432	699
Roberval.....	927	720	Walkerton.....	370	548
Rouyn.....	1,645	1,766	Wallaceburg.....	436	488
Ste. Agathe des Monts.....	540	572	Welland.....	1,595	2,013
Ste. Anne de Bellevue.....	589	745	Weston.....	2,884	3,209
Ste. Thérèse.....	1,275	1,635	Windsor.....	7,043	7,804
St. Hyacinthe.....	1,120	1,537	Woodstock.....	750	1,095
St. Jean.....	1,413	1,716			
St. Jérôme.....	1,049	1,382	<b>Manitoba</b> .....	<b>15,858</b>	<b>15,034</b>
Sept-Iles.....	1,140	1,030	Brandon.....	1,189	1,133
Shawinigan.....	2,937	2,459	Dauphin.....	690	648
Sherbrooke.....	3,073	4,071	Flin Flon.....	182	200
Sorel.....	1,406	1,601	Portage la Prairie.....	581	556
Thetford Mines.....	882	936	The Pas.....	299	244
Trois-Rivières.....	2,822	3,123	Winnipeg.....	12,917	12,253



**TABLE D-4—REGISTRATIONS FOR EMPLOYMENT AT OCTOBER 31, 1961  
AND NOVEMBER 3, 1960—Concluded**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Oct. 31, 1961 <sup>(1)</sup>	Nov. 3, 1960	Office	Oct. 31, 1961 <sup>(1)</sup>	Nov. 3, 1960
<b>Saskatchewan</b> .....	<b>10,760</b>	<b>9,676</b>	<b>British Columbia—(Cont'd)</b>		
Estevan.....	279	227	Cranbrook.....	605	700
Lloydminster.....	231	224	Dawson Creek.....	674	729
Moose Jaw.....	850	933	Duncan.....	510	564
North Battleford.....	495	583	Kamloops.....	938	996
Prince Albert.....	1,153	1,095	Kelowna.....	669	588
Regina.....	3,051	2,704	Kitimat.....	135	166
Saskatoon.....	2,523	2,310	Mission City.....	808	898
Swift Current.....	450	390	Nanaimo.....	739	1,110
Weyburn.....	272	199	Nelson.....	674	737
Yorkton.....	1,456	1,011	New Westminster.....	7,464	8,825
			Penticton.....	712	842
<b>Alberta</b> .....	<b>19,997</b>	<b>22,364</b>	Port Alberni.....	643	728
Blairmore.....	205	374	Prince George.....	1,897	2,305
Calgary.....	6,992	8,271	Prince Rupert.....	1,108	1,243
Drumheller.....	253	228	Princeton.....	327	348
Edmonton.....	8,149	9,296	Quesnel.....	964	1,113
Edson.....	384	497	Trail.....	552	582
Grande Prairie.....	650	548	Vancouver.....	21,596	25,666
Lethbridge.....	1,440	1,421	Vernon.....	1,034	1,083
Medicine Hat.....	1,022	897	Victoria.....	3,507	4,581
Red Deer.....	902	832	Whitehorse.....	415	438
<b>British Columbia</b> .....	<b>47,859</b>	<b>56,473</b>	<b>CANADA</b> .....	<b>356,925</b>	<b>405,739</b>
Chilliwack.....	1,250	1,326	Males.....	249,228	281,484
Courtenay.....	638	905	Females.....	107,697	124,255

<sup>1</sup> Preliminary subject to revision.

\* Prior to March 1961, the office at Sydney Mines, N.S. operated as a branch of Sydney.

**TABLE D-5—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES, 1956-1961**

(Source: National Employment Service, Unemployment Insurance Commission)

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	840,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474
1959.....	986,073	661,872	324,201	70,352	239,431	336,527	211,951	127,812
1960.....	958,300	641,872	316,428	86,848	252,019	302,048	198,474	118,911
1960 (10 months).....	795,184	530,001	265,183	70,746	207,544	249,224	165,388	102,282
1961 (10 months).....	924,844	617,218	307,626	77,322	245,834	309,651	175,664	116,373

## E—Unemployment Insurance

**TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE,  
SEPTEMBER 1961**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	3.5	13,972	317,605
Prince Edward Island.....	0.6	2,499	49,828
Nova Scotia.....	9.5	38,145	889,840
New Brunswick.....	6.0	24,083	509,759
Quebec.....	51.9	207,632	4,764,191
Ontario.....	62.5	250,193	5,845,200
Manitoba.....	6.8	27,017	602,352
Saskatchewan.....	4.3	17,244	374,793
Alberta.....	7.1	28,550	674,941
British Columbia.....	20.8	83,349	2,053,795
Total, Canada, September 1961.....	173.2	692,684	16,082,313
Total, Canada, August 1961.....	186.0	820,925	18,865,698
Total, Canada, September 1960.....	222.7	935,396	21,186,260

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY  
NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL,  
SEPTEMBER 29, 1961**

(Counted on last working day of the month)

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total Claimants	Number of weeks on claim							Percent- age Postal	September 30, 1960 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	229,197	83,875	24,653	31,972	21,872	16,023	12,021	38,781	25.8	279,531
Male.....	3,599	62,774	17,252	21,073	13,021	9,089	6,911	23,767	26.5	186,162
Female.....	75,310	21,101	7,401	10,899	8,851	6,934	5,110	15,014	24.4	93,369
Newfoundland.....	4,583	1,148	449	755	507	307	252	1,155	60.1	5,244
Male.....	3,599	943	355	619	390	214	180	898	62.1	4,112
Female.....	984	205	94	136	117	93	72	267	52.8	1,132
Prince Edward Island....	641	135	76	89	107	64	45	125	57.9	785
Male.....	391	87	46	58	74	35	29	62	65.0	482
Female.....	250	48	30	31	33	29	16	63	46.8	303
Nova Scotia.....	10,966	3,033	1,379	1,625	1,041	795	606	2,487	32.6	12,417
Male.....	8,451	2,371	1,114	1,274	768	551	453	1,920	32.6	9,632
Female.....	2,515	662	265	351	273	244	153	567	32.8	2,785
New Brunswick.....	7,515	2,287	812	1,032	771	571	424	1,618	47.4	9,122
Male.....	5,194	1,701	594	695	498	341	249	1,116	49.8	6,767
Female.....	2,321	586	218	337	273	230	175	502	42.1	2,355
Quebec.....	67,696	22,976	7,354	9,525	7,025	5,343	4,020	11,453	27.0	84,717
Male.....	45,481	17,038	5,428	6,469	4,179	3,036	2,314	7,017	27.7	56,271
Female.....	22,215	5,938	1,926	3,056	2,846	2,307	1,706	4,436	25.5	28,446
Ontario.....	85,990	36,030	8,563	11,518	7,413	5,214	3,898	13,354	19.7	105,656
Male.....	58,071	27,742	5,789	7,486	4,362	2,825	2,129	7,738	19.4	68,643
Female.....	27,919	8,288	2,774	4,032	3,051	2,389	1,769	5,616	20.2	37,013
Manitoba.....	8,755	2,605	1,027	1,249	1,036	776	567	1,495	23.3	8,837
Male.....	5,562	1,785	649	760	592	432	300	1,014	24.7	5,148
Female.....	3,193	820	378	489	444	344	237	481	21.0	3,689
Saskatchewan.....	5,806	1,747	669	928	650	456	351	1,005	40.4	4,707
Male.....	3,376	1,159	407	536	335	227	189	523	43.2	2,466
Female.....	2,430	588	262	392	315	229	162	482	36.5	2,241
Alberta.....	10,442	3,664	1,012	1,593	1,021	779	656	1,717	27.6	13,178
Male.....	6,078	2,387	583	850	509	417	382	970	30.6	8,146
Female.....	4,364	1,277	429	743	512	362	294	747	23.5	5,032
British Columbia.....	26,803	10,250	3,312	3,658	2,301	1,718	1,202	4,362	24.0	34,868
Male.....	17,684	7,561	2,287	2,326	1,314	1,011	676	2,509	24.9	24,495
Female.....	9,119	2,689	1,025	1,332	987	707	526	1,853	22.3	10,373



**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
SEPTEMBER, 1961**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	1,702	1,127	575	1,695	1,037	658	487
Prince Edward Island.....	238	142	96	234	169	75	56
Nova Scotia.....	4,866	2,663	2,203	5,622	4,461	1,161	1,129
New Brunswick.....	3,434	1,997	1,437	3,188	2,245	943	995
Quebec.....	32,647	19,102	13,545	31,378	22,534	8,844	9,876
Ontario.....	50,571	27,411	23,160	45,964	34,958	11,006	16,290
Manitoba.....	4,307	2,737	1,570	4,365	3,025	1,340	773
Saskatchewan.....	2,912	1,933	979	2,768	1,866	902	744
Alberta.....	5,736	3,476	2,260	5,725	4,020	1,705	1,384
British Columbia.....	15,567	9,248	6,319	15,056	10,393	4,663	4,420
Total, Canada, September 1961	121,980	69,836	52,144	115,995	84,698	31,297	36,154
Total, Canada, August 1961...	121,174	67,959	53,215	125,729	94,538	31,191	30,169
Total, Canada, September 1960	140,328	79,173	61,155	143,276	109,220	34,056	34,414

\* In addition, revised claims received numbered 37,640.

† In addition, 40,908 revised claims were disposed of. Of these, 3,896 were special requests not granted and 1,448 were appeals by claimants. There were 9,738 revised claims pending at the end of the month.

**TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOY-  
MENT INSURANCE ACT.**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1961—August.....	3,945,000	3,715,700	229,300
July.....	3,971,000	3,715,700	255,300
June.....	3,943,000	3,676,100	266,900
May.....	3,891,000	3,550,000	341,000
April.....	4,126,000	3,412,900	713,100
March.....	4,210,000	3,372,000	838,000
February.....	4,247,000	3,374,200	872,800
January.....	4,240,000	3,393,100	846,900
1960—December.....	4,251,000	3,490,900	754,100
November.....	4,110,000	3,624,800	485,200
October.....	4,002,000	3,671,800	330,200
September.....	3,998,000	3,718,500	279,500
August.....	4,003,000	3,722,800	280,200

## F—Prices

**TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

1957 Weighted

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1957—Year.....	122.6	118.6	127.3	108.2	133.2	139.9	134.2	109.1
1958—Year.....	125.7	122.9	129.3	109.5	136.6	146.6	142.0	110.1
1959—Year.....	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year.....	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1960—November.....	129.1	123.5	133.3	112.4	141.9	154.7	146.6	115.8
December.....	129.3	124.2	133.3	112.4	141.8	154.9	146.6	115.8
1961—January.....	129.2	124.4	133.2	111.6	141.1	155.0	146.3	115.8
February.....	128.9	124.0	133.1	111.5	141.1	154.6	146.7	115.7
March.....	129.1	124.0	133.2	111.8	141.0	154.4	146.6	115.7
April.....	129.1	123.9	133.2	111.9	141.0	155.3	145.5	115.8
May.....	129.0	123.2	132.9	112.4	141.8	155.3	146.0	115.8
June.....	129.0	123.5	132.9	112.5	141.2	155.0	145.8	115.8
July.....	129.0	124.9	132.9	112.2	138.7	155.1	145.0	115.8
August.....	129.1	125.3	132.9	112.1	139.0	154.6	145.4	116.1
September.....	129.1	123.2	133.5	113.1	140.0	155.0	146.7	117.3
October.....	129.2	123.3	133.6	113.6	140.0	155.3	146.2	117.3
November.....	129.7	123.6	133.7	114.0	141.5	156.7	146.3	117.3

**TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF OCTOBER 1961**

(1949 = 100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	October 1960	September 1961	October 1961					
① St. John's, Nfld.....	115.0	116.7	116.5	111.1	114.4	110.5	111.3	132.8
Halifax.....	128.1	128.8	129.2	120.8	137.5	122.8	130.5	140.2
Saint John.....	130.0	130.8	130.8	125.4	141.2	120.9	124.5	144.1
Montreal.....	129.1	129.5	130.4	130.5	146.8	107.9	120.2	139.8
Ottawa.....	130.2	131.2	132.1	127.5	149.5	118.3	123.3	142.1
Toronto.....	132.1	132.3	132.5	125.3	152.4	117.5	125.9	141.3
Winnipeg.....	127.1	127.9	128.7	127.7	136.5	117.5	120.4	137.1
Saskatoon-Regina.....	125.7	126.4	126.8	126.2	124.3	123.5	126.5	131.0
Edmonton-Calgary.....	125.6	125.5	126.0	122.1	125.6	121.3	127.8	133.5
Vancouver.....	130.5	129.0	129.6	125.0	137.1	115.7	133.1	137.0

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

① St. John's index on the base June 1951 = 100.



## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 422, April issue.

**TABLE G-1—STRIKES AND LOCKOUTS, 1956-1961**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,880	0.14
1958.....	253	262	112,397	2,872,340	0.24
1959.....	203	218	100,127	2,286,900	0.19
*1960.....	272	278	48,812	747,120	0.06
*1960: October.....	34	59	9,242	92,640	0.09
November.....	28	61	5,889	52,520	0.05
December.....	12	29	1,891	30,160	0.03
*1961: January.....	6	21	2,346	28,140	0.03
February.....	8	18	1,601	20,320	0.02
March.....	21	34	4,426	41,160	0.04
April.....	18	30	6,265	59,240	0.06
May.....	33	50	12,001	107,480	0.10
June.....	21	38	12,323	128,020	0.12
July.....	28	41	8,826	94,560	0.09
August.....	32	47	8,067	64,570	0.06
September.....	31	53	10,664	105,500	0.09
October.....	30	58	41,043	428,650	0.39

\* Preliminary.

**TABLE G-2—STRIKES AND LOCKOUTS, OCTOBER 1961, BY INDUSTRY**

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....	1	220	3,680
Fishing.....	1	625	10,000
Mining.....	1	460	3,600
Manufacturing.....	24	2,556	27,740
Construction.....	18	36,000	359,410
Transportation, etc.....	4	157	2,430
Public utilities.....	1	135	2,990
Trade.....	6	138	2,670
Service.....	2	762	16,130
All industries.....	58	41,043	428,650

**TABLE G-3—STRIKES AND LOCKOUTS, OCTOBER 1961, BY JURISDICTION**

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island.....			
Nova Scotia.....	3	660	590
New Brunswick.....			
Quebec.....	14	31,680	297,580
Ontario.....	32	7,072	114,350
Manitoba.....	1	18	260
Saskatchewan.....			
Alberta.....	2	882	1,760
British Columbia.....	5	811	13,910
Federal.....	1	20	200
All jurisdictions.....	58	41,043	428,650

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
OCTOBER 1961**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			October	Accu- mulated		
LOGGING Henry Selin Forest Products, Nassau Lake, Ont.	Carpenters Loc. 2995 (AFL-CIO/CLC)	220	3,680	3,680	Oct. 3 .....	Wages, hours, working conditions, seniority~
FISHING Fisheries Association of B.C., Vancouver, B.C.	United Fishermen (Ind.)	625	10,000	10,000	Oct. 16 .....	Herring prices, Christmas lay-off, working condi- tions~
MINING <i>Metal Mining</i> Opemiska Copper Mines, Chapais, Que.	Mining Employees' Federation (CNTU)	450	3,600	3,600	Oct. 20 .....	Job classification, sickness and accident insurance, seniority, union security~
MANUFACTURING <i>Leather Products</i> Daoust & Lalonde, Montreal, Que.	Leather and Shoe Workers' Federation (CNTU)	200	4,200	5,200	Sep. 25 Oct. 30	Wages~Wage increase of 3-5¢ an hr.
<i>Wood Products</i> International Plywoods, Gatineau, Que.	Pulp and Paper Mill Work- ers Loc. 143 (AFL-CIO/ CLC)	235	2,150	11,750	Aug. 3 Oct. 14	Wages~2¢ an hr. the first yr. a further 3¢ the second yr.; \$40 in lieu of retro- activity.
Canadian Office and School Furniture, Preston, Ont.	Carpenters Loc. 3189 (AFL-CIO/CLC)	155	2,580	5,090	Sep. 8 .....	Union security~
Dominion Ayers, Ayersville, Que.	Carpenters Loc. 3263 (AFL-CIO/CLC)	133	2,790	3,750	Sep. 22 .....	Wages~
<i>Iron and Steel Products</i> Dominion Steel and Coal, Sydney, N.S.	Steelworkers Loc. 1064 (AFL-CIO/CLC)	250	250	250	Oct. 4 Oct. 5	Disciplinary dismissal of one worker~Return of workers pending investi- gation.
<i>Transportation Equipment</i> Fruehauf Trailer, Dixie, Ont.	Auto Workers Loc. 252 (AFL-CIO/CLC)	161	2,820	2,820	Oct. 5 .....	Wages, hours, overtime~
<i>Non-Metallic Mineral Products</i> Ready-Mix Concrete Associa- tion of Ontario, Toronto, Ont.	Teamsters Loc. 230 (Ind.)	700	3,500	3,500	Oct. 4 Oct. 12	Honouring of picket lines~ Agreement reached on extent to which picket lines will be honoured.
CONSTRUCTION Builders Exchange, Montreal, Que.	Sheet Metal Workers Loc. 116 (AFL-CIO/CLC)	30,000	276,000	300,000	Sep. 1 Oct. 23	Wages, separate agree- ments with member con- tractors~Agreement with Builders Exchange grant- ing 10¢ an hr. increase immediately, 5¢ in six weeks, 5¢ an hr. July 1, 1962, a final 5¢ Jan. 1, 1963.
Toronto Sheet Metal Labour Bureau, Toronto, Ont.	Sheet Metal Workers Loc. 30 (AFL-CIO/CLC)	600	12,600	21,600	Sep. 11 .....	Wages, travelling time~
Windsor Builders and Contrac- tors Exchange, Windsor, Ont.	I.B.E.W. Loc. 773, other building trades unions (AFL-CIO/CLC)	1,900	39,900	49,940	Sep. 20 .....	Wages, fringe benefits~
Structural Steel Erectors Associ- ation of Ontario, Toronto, Hamilton, other centres, Ont.	Structural Iron Workers, various locs. (AFL-CIO/ CLC)	985	19,350	26,730	Sep. 12 .....	Wages, fringe benefits~
Pigott Construction, Toronto, Ont.	Sheet Metal Workers Loc. 30 (AFL-CIO/CLC)	209	1,050	1,680	Sep. 27 Oct. 10	Jurisdictional dispute be- tween union~Withdrawal of pickets.
Canadian Betchel, Pincher Creek, Alta.	Various trade unions	870	1,740	1,740	Oct. 2 Oct. 4	Disciplinary dismissal of three workers~Return of workers.



**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
OCTOBER 1961—Concluded**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Result
			October	Accu- mulated		
Fourteen glass installation firms, Toronto, Ont.	Painters Loc. 1819 (AFL-CIO/CLC)	225	3,600	3,600	Oct. 5 Oct. 30	Wages~20¢ an hr. immediately, 15¢ May 1, 1962, 15¢ May 1, 1963 other improvements.
Two construction firms, Toronto, Ont.	Several building trade unions	131	260	260	Oct. 19 Oct. 23	Union security~First agreement signed; employees to join the respective unions.
Stone & Webster Canada, Tracy, Que.	Building Workers' Federation (CNTU)	250	2,000	2,000	Oct. 19 Oct. 28	Hiring of local workers~Local workers will be given priority.
Toronto Builders Exchange, Toronto, Ont.	Structural Iron Workers Loc. 721 (AFL-CIO/CLC)	270	2,160	2,160	Oct. 20 .....	Wages~
Cape-Tidewater Construction, Point Tupper, N.S.	Plumbers Loc. 682 (AFL-CIO/CLC)	300	150	150	Oct. 20 Oct. 20	Dismissal of two workers~Return of workers.
Catalytic Construction Sarnia, Ont.	Building trades unions (Sarnia Council) (AFL-CIO)	113	340	340	Oct. 23 Oct. 26	Parking problem~Parking space secured.
PUBLIC UTILITY OPERATION City of Hamilton, Hamilton, Ont.	International Operating Engineers Loc. 700 (AFL-CIO)	135	2,900	3,180	Sep. 28 .....	Wages~
SERVICE Royal York Hotel, Toronto, Ont.	Hotel Employees Loc. 299 (AFL-CIO/CLC)	750	15,810	119,580	Apr. 24 .....	Wages~

## Publications Received in Library

(Continued from page 1298)

53. U.S. BUREAU OF LABOR STATISTICS. *Labor Requirements for School Construction*. Washington, GPO, 1961. Pp. 50.

This study was made to determine the man-hour requirements associated with the construction of public elementary and secondary schools in the U.S.

54. U.S. BUREAU OF LABOR STATISTICS. *The OEEC Program on Scientific Manpower*. Washington, 1959. Pp. 16.

55. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL EDUCATION. *Peacetime Radiation Hazards in the Fire Service. Orientation Unit—Instructor's Guide*. Developed jointly by the Trade and Industrial Education Branch of the U.S. Office of Education and the Office of Industrial Relations, U.S. Atomic Energy Commission. Washington, GPO, 1961. Pp. 42.



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### ERRATA

On page 654—Column 2—para. 2—last line—for “micro-effect” *read* “macro-effect”.

On page 778—under “Union Security Clauses”—Column 2—para. 2—4th line—for employer *read* employee.

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## LIST OF ABBREVIATIONS

AASERE	— Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America.
ACA	— American Communications Association.
ACTRA	— Association of Canadian Television and Radio Artists.
AFL-CIO	— American Federation of Labor and Congress of Industrial Organizations.
AMC	— Amalgamated Meat Cutters and Butcher Workmen.
ANG	— American Newspaper Guild.
ARTEC	— Association of Radio and Television Employees of Canada.
BELU	— Barnhill's Employees' Labour Union.
BLE	— Brotherhood of Locomotive Engineers.
BLFE	— Brotherhood of Locomotive Firemen and Enginemen.
BMWE	— Brotherhood of Maintenance of Way Employees.
BPDPA	— Brotherhood of Painters, Decorators and Paperhangers of America.
BRSC	— Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.
BRT	— Brotherhood of Railroad Trainmen.
CAALL	— Canadian Association of Administrators of Labour Legislation.
CALDA	— Canadian Air Line Dispatchers' Association.
CALFAA	— Canadian Air Line Flight Attendants' Association.
CALPA	— Canadian Air Line Pilots' Association.
CB	— Conciliation Board.
CBRT(GW)	— Canadian Brotherhood of Railway, Transport and General Workers.
CCA	— Canadian Construction Association.
CCC	— Canadian Chamber of Commerce.
CCCL	— Canadian and Catholic Confederation of Labour.
CLC	— Canadian Labour Congress.
CMA	— Canadian Manufacturers Association.
CMCH	— Central Mortgage and Housing Corporation.
CMSG	— Canadian Merchant Service Guild.
CNRPA	— Canadian National Railways Police Association.
CNTU	— Confederation of National Trade Unions.
CO	— Conciliation Officer.
CSA	— Canadian Standards Association.
CSAC	— Civil Service Association of Canada.
CTU	— Commercial Telegraphers' Union.
CTWA	— Canadian Transport Workers' Association.
DBS	— Dominion Bureau of Statistics.
FEIA	— Flight Engineers' International Association.
FLC	— Farm Labour Conference.
GATT	— General Agreement on Tariffs and Trade.
HCTEU	— Hull City Transport Employees Union.
HREBIU	— Hotel and Restaurant Employees' and Bartenders' International Union.
IAM	— International Association of Machinists.
IATSE	— International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada.
IBBH	— International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers.
IBT	— International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.



LIST OF ABBREVIATIONS—*Conc.*

ICFTU	— International Confederation of Free Trade Unions.
ILA	— International Longshoremen's Association.
ILGW	— International Ladies' Garment Workers Union.
ILO	— International Labour Organization.
ILWU	— International Longshoremen's and Warehousemen's Union.
IRB	— International Railway Brotherhoods.
ISEUA	— International Stereotypers' and Electrotypers' Union of North America.
ITU	— International Typographical Union.
IUMMSW	— International Union of Mine, Mill and Smelter Workers.
IUOE	— International Union of Operating Engineers.
IWW	— International Woodworkers of America.
LPU	— Labourers' Protective Union.
MEBAC	— Marine Engineers Beneficial Association of Canada.
MFL	— Manitoba Federation of Labour.
MHPB	— Montreal Harbour Police Brotherhood (Ind.).
MSEA	— Marconi Salaried Employees Association.
NABET	— National Association of Broadcast Employees and Technicians.
NAME	— National Association of Marine Engineers.
NCCL	— National Council of Canadian Labour.
NES	— National Employment Service.
NHBPB	— National Harbours Board Police Brotherhood.
NLU	— Newfoundland Labourers' Union.
NSMW	— National Syndicate of Maritime Workers.
NUJP	— Newfoundland Union of Journalists and Photographers.
NUOE	— National Union of Operating Engineers of Canada.
NUPE	— National Union of Public Employees.
NUPSE	— National Union of Public Service Employees.
OAWU	— Ottawa Atomic Workers Union.
OCAWIU	— Oil, Chemical and Atomic Workers' International Union.
OFL	— Ontario Federation of Labour.
ORT	— Order of Railroad Telegraphers.
PWALTEA	— Pacific Western Airlines Traffic Employees' Association.
QFL	— Quebec Federation of Labour.
RTEU	— Radio and Television Employees' Union.
RWDSU	— Retail, Wholesale and Department Store Union.
SIU	— Seafarers' International Union of North America.
UAW	— United Automobile, Aircraft and Agricultural Implement Workers of America, International Union.
UBC	— University of British Columbia.
UBCJ	— United Brotherhood of Carpenters and Joiners of America.
UBW	— United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, International Union.
UMWA	— United Mine Workers of America.
UN	— United Nations.
UPMPW	— United Paper Makers and Paper Workers.
UPWA	— United Packinghouse Workers of America.
USWA	— United Steel Workers of America.
VHEA	— Vancouver Harbour Employees' Association.

# A

## Abitibi Power and Paper Company, Limited:

### NAME

certification application on behalf of a unit of marine engineers: granted, 469.

### SIU

certification application on behalf of a unit of marine engineers: received, 154; granted, 469.

## Accidents, Industrial:

### Canada

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industrial fatalities during the third quarter of 1960, 25; during the fourth quarter of 1960, 354.

job injuries in the Civil Service—report of Government Employees Compensation Branch for fiscal year ended March 31, 1961, 1094.

*Sickness and Accident Provisions in Canadian Industries*—report issued by Department of Labour, 874.

### Quebec

Workmen's Compensation Act: views expressed by QFL, 447.

### United Kingdom

annual report of Chief Inspector of Factories, 165.

### Statistics

"Labour Statistics: H-Industrial Accidents" (quarterly and annual feature).

## Advisory Committee on Professional Manpower:

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## Aerial Tramways:

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## Age and Employment:

See Older Workers.

## Agreements:

See Collective Labour Agreements.

## Agriculture:

See also Farm Homes; Income.

### Canada

report on survey to determine needs for agricultural training in Canada given at meeting of National Technical and Vocational Training Advisory Council, 1214.

## Alaska Cruise Lines Limited:

### SIU

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## Alberta Federation of Labour:

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54609-3—2

## Alberta Wheat Pool:

### UBW

dispute with Local 333: settlement, 46.

## Algoma Central and Hudson Bay Railway Company:

### Associated Non-operating Unions (negotiating committee)

dispute: settlement, 675.

### MEBAC

certification application on behalf of a unit of marine engineers: received, 1150.

### NAME

certification application on behalf of a unit of marine engineers: representation vote, 470; rejected, 915; reasons for judgment, 916.

### SIU

certification application on behalf of a unit of marine engineers: received, 45; representation vote, 470; rejected, 915; reasons for judgment, 916.

## Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America:

### CNR (Niagara, St. Catharines and Toronto Railway)

dispute: C.B. report, 257, 260; settlement, 370.

### Hull City Transport Limited

certification application by Local 591 on behalf of a unit of bus drivers and garage employees: received, 470; request for consent under Section 7 (4) denied, 672.

### Hull Metropolitan Transport Limited

certification application by Local 591 on behalf of a unit of bus drivers and garage employees: received, 470; request for consent under Section 7 (4) denied, 672.

## American Communications Association:

### Western Union Telegraph Company

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## American Federation of Labor and Congress of Industrial Organizations:

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## American Newspaper Guild:

### Baton Aldred Rogers Broadcasting Limited

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**Canadian Broadcasting Corporation**

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**Vantel Broadcasting Company Limited**

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**Leslie Armstrong Mail Service:****IBT**

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**Asbestos Eastern Limited:****IBT**

certification application by Locals 938 and 106 on behalf of a unit of employees: received, 369.

**Asbestos Transport Limited:****Association of Employees of Asbestos and Eastern Transport Limited**

certification application on behalf of a unit of employees operating in and out of Asbestos, Montreal, Quebec City, Victoriaville and Sherbrooke, Que., and Toronto, Ont.: received, 674; rejected, 915.

**IBT**

certification application by Locals 938 and 106 on behalf of a unit of employees: received, 369; representation vote, 566; rejected, 672.

**Associated Non-operating Unions (Negotiating Committee):****Algoma Central and Hudson Bay Railway Company**

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**Canadian National Railways**

dispute: settlement, 675.

**Canadian Pacific Railway Company**

dispute: settlement, 675.

**Midland Railway of Manitoba**

dispute: settlement, 675.

**Ontario Northland Railway**

dispute: settlement, 675.

**Toronto, Hamilton and Buffalo Railway Company**

dispute: settlement, 675.

**Association of Canadian Television and Radio Artists:****Canadian Marconi Company**

certification application on behalf of a unit of employees employed at CFCF-TV, Montreal: received, 915.

certification application on behalf of a unit of performers and staff announcers employed at CFCF-TV, Montreal: received, 1037; withdrawn, 1037; granted, 1147; request for special leave (Rule 8) denied, 1149.

**Association of Employees of Asbestos and Eastern Transport Limited:**

***Asbestos Transport Limited***

certification application on behalf of a unit of employees operating in and out of Asbestos, Montreal, Quebec City, Victoriaville and Sherbrooke, Que., and Toronto, Ont.: received, 674; rejected, 915.

***Eastern Transport Limited***

certification application on behalf of a unit of employees operating in and out of Asbestos, Montreal, Quebec City, Victoriaville and Sherbrooke, Que., and Toronto, Ont.: received, 674; rejected, 915.

**Association of Employees of M & P Transport:**

***M & P Transport Limited***

certification application on behalf of a unit of drivers and dockmen: received, 568; granted, 794.

**Association of Employees of Overnite Express Limited:**

***Overnite Express Limited***

certification application on behalf of a unit of employees working in and out of Montreal, St. Jerome and Hull, Que., and Toronto, Ont.: withdrawn, 1037.

**Association of Radio and Television Employees of Canada:**

***Canadian Broadcasting Corporation***

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**Atlantic and Gulf Stevedores Limited (represented by Shipping Federation of Canada, Inc.):**

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**Atomic Energy of Canada Limited:**

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**Atomic Transfer Limited:**

***IBT***

certification application by Local 979 on behalf of a unit of employees: received, 915; withdrawn, 1037.

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**Banking:**

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**Barnhill's Transfer Limited:**

***IBT***

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dispute with Locals 76 and 927: C.O. appointed, 921; C.B. appointed, 1040; C.B. fully constituted, 1151.

**Baton Aldred Rogers Broadcasting Limited:**

***ANC***

certification application by Local 87 on behalf of a unit of employees: received, 256; granted, 566.

***IATSE***

certification application by Local 873 on behalf of a unit of employees: received, 256; granted, 566.

***NABET***

certification application on behalf of a unit of employees (CFTO-TV): received, 256; granted, 566.

**Beaver Dredging Company Limited:**

***SIU***

dispute: C.O. appointed, 568; settlement, 674.

**Belgium**

experiment suggests retraining works for the few, 876.



**Bennett and White Construction Company Limited:****UBCJ**

certification application by Local 2499 on behalf of a unit of carpenters: received, 369; granted, 566.

**Blindness Allowances:****Canada**

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**Boyles Bros. Drilling Company Limited:****IUMMSW**

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dispute with Local 1005: (Yellowknife Branch); C.O. appointed, 674; settlement, 797.

**British Columbia Air Lines Limited:****CBRT**

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**British Columbia Federation of Labour:**

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**British Columbia Towboat Owners' Association (certain member companies):****CBRT**

dispute with Local 400: C.O. appointed, 1271.

**British Trades Union Congress:**

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**John N. Brocklesby Transport Limited:****IBT**

certification application by Local 419 on behalf of a unit of float drivers: received, 1037; granted, 1147.

**Brotherhood of Locomotive Engineers:****CNR (Atlantic, Central and Western Regions)**

dispute: C.B. appointed, 675; C.B. fully constituted, 797.

**CPR (Atlantic, Eastern, Prairie and Pacific Regions)**

dispute: C.B. appointed, 675; C.B. fully constituted, 798.

**Quebec Central Railway Company**

dispute: C.B. appointed, 675; C.B. fully constituted, 798.

**Brotherhood of Locomotive Firemen and Enginemen:****CNR (Atlantic, St. Lawrence, Great Lakes, Mountain and Prairie Regions, including Newfoundland and District)**

dispute: C.O. appointed, 797; C.B. appointed, 921; C.B. fully constituted, 1040.

**CPR (Atlantic, Eastern, Prairie and Pacific Regions)**

dispute: C.O. appointed, 797; C.B. appointed, 921; C.B. fully constituted, 1040.

**Dominion Atlantic Railway Company**

dispute: C.O. appointed, 797; C.B. appointed, 921; C.B. fully constituted, 1040.

**Quebec Central Railway Company**

dispute: C.O. appointed, 797; C.B. appointed, 921; C.B. fully constituted, 1040.

**Brotherhood of Maintenance of Way Employees:****Canadian National Railways**

certification application on behalf of a unit of employees (hump yard, Moncton): withdrawn, 45.

**Quebec North Shore and Labrador Railway Company**

request for review of decision under Section 6 (2) of Act: 796; granted, 1037.

**White Pass and Yukon Route**

certification application by Local 605 on behalf of a unit of employees: received, 1149; withdrawn, 1269.

**Brotherhood of Railroad Trainmen:****Canadian National Railways**

dispute: C.B. appointed, 797; C.B. fully constituted, 922.

**Canadian Pacific Railway**

dispute: (dining, cafe and buffet car employees): C.O. appointed, 797; settlement, 921.

**CPR (Atlantic, Eastern, Prairie and Pacific Regions)**

dispute: C.B. appointed, 921; C.B. fully constituted, 1040.

**Sydney and Louisburg Railway Company**

certification application by Local 684 on behalf of a unit of employees: received, 1269.

**Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees:**

**Canada Steamship Lines Limited**

dispute: C.O. appointed, 472; settlement, 674.

**Canadian Pacific Railway**

dispute: employees in Merchandise Services Department: C.O. appointed, 1270.

**Eastern Canada Stevedoring Company Limited**

dispute with Local 264: settlement, 257.

**Gaspé Shipping Reg'd**

certification application on behalf of a unit of longshoremen: received, 1269.

**Lakehead Terminal Elevators Association (Fort William and Port Arthur)**

dispute with Local 650: C.O. appointed, 568; settlement, 674.

**Manitoba Pool Elevators**

certification application on behalf of a unit of electricians in grain elevator at Port Arthur: received, 154; withdrawn, 471.

**Saskatchewan Wheat Pool**

certification application on behalf of a unit of electricians in terminal elevator division at Fort William and Port Arthur: received, 155; withdrawn, 471.

**Upper Lakes Shipping Limited**

certification application on behalf of a unit of longshoremen at Port of Toronto: received, 568; granted, 794; review of Decision under section 61 (2) of Act, 916; granted, 1037.

certification application on behalf of a unit of longshoremen at Fort William and Port Arthur: received, 796; granted, 1035.

**Western Terminals Limited**

certification application on behalf of a unit of longshoremen: received, 1150.

**Brown and Ryan Limited (represented by Shipping Federation of Canada, Inc.):**

**ILA**

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

**Building and Construction:**

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**Building Service Employees International Union:**

**Northern Cleaning Agencies, Inc.**

dispute with Local 298: C.O. appointed, 369.

**Buntain Bell and Company Limited:**

**LPU**

dispute: C.O. appointed, 921.

**Burrard Terminals Limited:**

**UBW**

dispute with Local 333: settlement, 46.

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**Cadwell Marine Limited:**

**SIU**

dispute: settlement, 257.

**Caledon Terminals Limited:**

**ILA**

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dispute with Local 1869 and Local 1842: C.O. appointed, 257; C.B. appointed, 369; C.B. fully constituted, 473; C.B. report, 798, 809; strike action after Board procedure, 922; settlement, 1041.

**Canada Steamship Lines Limited:**

**BRSC**

dispute: C.O. appointed, 472; settlement, 674.

**Canada Tungsten Mining Corporation Limited:**

**IUMMSW**

certification application by Local 1031 on behalf of a unit of strip miners in Flat Creek area of NWT: received, 915; granted, 1035.

**Canada Year Book:**

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**Canadian Air Line Flight Attendants Association:**

**Trans-Canada Air Lines**

dispute: C.B. appointed, 45; C.B. fully constituted, 257; C.B. report, 675, 679; settlement, 922.



**Canadian Air Line Pilots Association:*****Canadian Pacific Air Lines, Limited***

dispute: settlement, 257.

***Quebecair Inc.***

dispute: C.B. report, 257, 258; lapsed, 1175.

***TransAir Limited***

certification application on behalf of a unit of pilots: received, 369; granted, 672.

***Trans-Canada Airlines***

dispute: C.O. appointed, 1150.

**Canadian Arsenals Limited (Gun Ammunition Division):*****IUOE***

dispute with Local 796: C.O. appointed, 1040; settlement, 1150.

**Canadian Association of Administrators of Labour Legislation:**

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**Canadian Broadcasting Corporation:*****ANG***

dispute with Local 213: C.B. report, 258, 263; settlement, 370.

***ARTEC***

dispute: (building and maintenance employees): settlement, 257.

***NABET***

dispute: C.O. appointed, 369; settlement, 472.

**Canadian Brotherhood of Railway, Transport and General Workers:**

new CNR-CBRT agreement amalgamates three large ones covering clerical, express and cartage employees, 1215.

***British Columbia Air Lines Limited***

dispute: C.O. appointed, 257; C.B. appointed, 569; C.B. fully constituted, 675; C.B. report, 922, 929; settlement, 1041.

***British Columbia Towboat Owners' Association (certain member companies)***

dispute with Local 400: C.O. appointed, 1271.

***Canadian National Railways***

certification application on behalf of a unit of electrical employees in office of General Material Supervisor at Moncton, N.B.: received, 673; withdrawn, 796.

certification application on behalf of a unit of employees (hump yard, Moncton): withdrawn, 45.

certification application on behalf of a unit of employees (891 St. Paul St. W. Section of the Data Processing Department, Montreal): rejected, 368.

certification application on behalf of a unit of employees in Purchases and Stores Accounting Centre, Point St. Charles, Que.: received, 154; granted, 368.

certification application on behalf of a unit of employees in Purchasing and Stores Accounting Centre at Winnipeg: received, 154; granted, 368; application for revocation received, 568; rejected, 795.

***Coast Cargo Services Limited***

certification application on behalf of a unit of unlicensed personnel: received, 1269.

***Dominion Steel and Coal Corporation Limited***

certification application on behalf of a unit of marine engineers: representation vote, 470; rejected, 915; reasons for judgment, 916.

***Foremost Marine Transporters Limited***

certification application on behalf of a unit of employees (marine engineers): rejected, 470.  
certification application on behalf of a unit of employees (unlicensed personnel): rejected, 470.

***Foundation Maritime Limited***

certification application on behalf of a unit of unlicensed personnel employed aboard tugboats: rejected, 255.

***Island Shipping Limited***

certification application on behalf of a unit of unlicensed personnel employed aboard *Wheel King* and the *Northern Venture*: received, 915; representation vote, 1035; granted, 1147; rejected, 1148.

***Kingcome Navigation Company Limited***

certification application on behalf of a unit of employees: rejected, 43.

***Northwest Shipping Company Limited***

certification application on behalf of a unit of unlicensed personnel: received, 672; granted, 794.

***Quebec Central Transportation Company***

dispute: C.O. appointed, 155; settlement, 257.

***Rowe's Freight and Marine Services Limited***

certification application on behalf of a unit of longshoremen: received, 1037; granted, 1147.

***St. Lawrence Seaway Authority***

dispute: C.O. appointed, 257; settlement, 472.

***Sydney Transfer and Storage Limited***

certification application on behalf of a unit of employees: representation vote, 255; rejected, 470.

***Tippet-Richardson (Ottawa) Limited***

certification application on behalf of a unit of warehouse employees and drivers: granted, 43.  
dispute: C.O. appointed, 257; C.B. appointed, 369; C.B. fully constituted, 473; C.B. report, 675, 676.

***Vancouver Barge Transportation Limited***

dispute with Local 425: settlement, 155.

***Westward Shipping Limited***

dispute with Local 425: C.O. appointed, 472; settlement, 674.

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**Canadian Labour Congress:**

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***Upper Lakes Shipping Limited***

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**Canadian Manufacturers' Association:**

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**Canadian Marconi Company:**

***ACTRA***

certification application on behalf of a unit of employees employed at CFCF-TV, Montreal: received, 915.

certification application on behalf of a unit of performers and staff announcers employed at CFCF-TV, Montreal: received, 1037; withdrawn, 1037; granted, 1147; request for special leave (Rule 8) denied, 1149.

***IATSE***

certification application on behalf of a unit of employees at CFCF-TV, Montreal: received, 1037; representation vote, 1147; rejected, 1148; request for special leave (Rule 8) denied, 1149.

***MSEA***

certification application on behalf of a unit of employees (Special Services Division, Field Service Group): received, 470; granted, 794.

certification application on behalf of a unit of employees at CFCF-TV, Montreal: received, 796; rejected, 1036; reasons for judgment, 1038; representation vote, 1147; rejected, 1148; request for special leave (Rule 8) denied, 1149.

certification application on behalf of a unit of performers and staff announcers employed at CFCF-TV, Montreal: granted, 1147; request for special leave (Rule 8) denied, 1149.

***NABET***

certification application on behalf of a unit of employees at CFCF-TV, Montreal: rejected, 1036; reasons for judgment, 1038.

certification application on behalf of a unit of employees at CFCF-TV, Montreal: received, 1037; representation vote, 1147; rejected, 1148; request for special leave (Rule 8) denied, 1149.

**Canadian Merchant Service Guild, Inc.:**

***National Sand and Material Company Limited***

certification application on behalf of a unit of deck officers: received, 43; representation vote, 469; granted, 913; rejected, 915.

***Redwood Enterprises Limited***

certification application on behalf of a unit of deck officers: received, 796; representation vote, 913; granted, 1035; rejected, 1036.



**Shell Canadian Tankers Limited**

dispute: (employees on M.V. *Western Shell* and M.V. *Tyee Shell*): C.O. appointed, 568; settlement, 674.

**Vancouver Barge Transportation Limited**

dispute with Local 425: settlement, 155.

**Westward Shipping Limited**

dispute: (employees on M.V. *B.C. Standard* and M.V. *Standard Service*): C.O. appointed, 569; settlement, 674.

**Winona Steamship Company Limited**

certification application on behalf of a unit of deck officers: received, 796; representation vote, 913; granted, 1035; rejected, 1036.

**Canadian National Railways:**

new CNR-CBRT agreement amalgamates three large ones covering clerical, express and cartage employees, 1215.

**Associated Non-operating Unions (negotiating committee)**

dispute: settlement, 675.

**BMWE**

certification application on behalf of a unit of employees (hump yard, Moncton): withdrawn, 45.

**BRT**

dispute: C.B. appointed, 797; C.B. fully constituted, 922.

**CBRT**

certification application on behalf of a unit of electrical employees in office of General Material Supervisor at Moncton, N.B.: received, 673; withdrawn, 796.

certification application on behalf of a unit of employees (hump yard, Moncton): withdrawn, 45.

certification application on behalf of a unit of employees (891 St. Paul St. W. Section of the Data Processing Department, Montreal): rejected, 368.

certification application on behalf of a unit of employees in Purchases and Stores Accounting Centre, Point St. Charles, Que.: received, 154; granted, 368.

certification application on behalf of a unit of employees in Purchasing and Stores Accounting Centre at Winnipeg: received, 153; granted, 368; application for revocation received, 568; rejected, 795.

**Canadian National Railways (Atlantic, Central and Western Regions):****BLE**

dispute: C.B. appointed, 675; C.B. fully constituted, 797.

**Canadian National Railways (Atlantic, St. Lawrence, Great Lakes, Mountain and Prairie Regions, including Newfoundland and District):****BLFE**

dispute: C.O. appointed, 797; C.B. appointed, 921; C.B. fully constituted, 1040.

**Canadian National Railways (Niagara, St. Catharines and Toronto Railway):****AASERE**

dispute: C.B. report, 257, 260; settlement, 370.

**Canadian National Railways (North Sydney, N.S.):****ILA**

dispute with Local 1259: C.O. appointed, 1150; settlement, 1271.

**Canadian National Steamship Company Limited (Pacific Coast Service):****SIU**

dispute: C.O. appointed, 1270.

**Canadian Pacific Air Lines Limited:**

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**CALPA**

dispute: settlement, 257.

**Canadian Pacific Railway Company:****Associated Non-operating Unions (negotiating committee)**

dispute: settlement, 675.

**BRSC**

dispute: employees in Merchandise Services Department: C.O. appointed, 1270.

**BRT**

dispute: (dining, cafe and buffet car employees): C.O. appointed, 797; settlement, 921.

**SIU**

dispute: certain employees on SS *Princess Helene*: C.B. report, 45, 46; settlement, 1041.

**Canadian Pacific Railway Company (Atlantic, Eastern Prairie and Pacific Regions):****BLFE**

dispute: C.O. appointed, 797; C.B. appointed, 921; C.B. fully constituted, 1040.

**BRT**

dispute: C.B. appointed, 921; C.B. fully constituted, 1040.

**Canadian Pacific Railway Company (Atlantic, Eastern, Prairie and Pacific Regions and Quebec Central Railway Company):**

**BLE**

dispute: C.B. appointed, 675; C.B. fully constituted, 798.

**Canadian Pacific Steamships Limited (represented by Shipping Federation of Canada, Inc.):**

**ILA**

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

**Canadian Railway Board of Adjustment No. 1:**  
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**Canadian Stevedoring Company Limited:**

**ILWU**

certification application by Local 501 on behalf of a unit of employees classified as checkers, mechanics, drivers, shedmen and janitors, at Terminal Dock at Vancouver: received, 672; granted, 794.

**Canadian Tax Foundation:**

cost of federal social welfare—address by Dr. R. M. Clarke, University of British Columbia, to 14th annual conference of the Foundation, 23.

**Canuk Lines Limited:**

**SIU**

dispute: C.O. appointed, 796.

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**Central Mortgage and Housing:**

**CSAC**

certification application by Ottawa-Hull Local Council on behalf of a unit of heating and power plant employees: received, 44; granted, 153.

**Central Truck Lines Limited:**

**IBT**

certification application by Locals 106 and 938 on behalf of a unit of employees: received, 796; representation vote, 913; granted, 1035.

**UMWA**

certification application by Local 15026 on behalf of a unit of employees: representation vote, 913; granted, 1035.

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**ILA**

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**Channel Seven Television Limited:**

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certification application on behalf of a unit of employees at Station CJAY-TV, Winnipeg; received, 672; granted, 794.

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**Central Mortgage and Housing Corporation**

certification application by Ottawa-Hull Local Council on behalf of a unit of heating and power plant employees: received, 44; granted, 153.

**National Harbours Board  
(Churchill Harbour)**

dispute: C.O. appointed, 1270; settlement, 1271.



**National Harbours Board (Quebec)**

certification application on behalf of a unit of harbour police: received, 1150.

**Civilian Rehabilitation:**

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**Coal Mining:**

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**Coast Cargo Services Limited:****CBRT**

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**HCTEU**

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***Baton Aldred Rogers Broadcasting Limited***

certification application by Local 873 on behalf of a unit of employees: received, 256; granted, 566.

***Canadian Marconi Company***

certification application on behalf of a unit of employees at CFCF-TV, Montreal: received, 1037; representation vote, 1147; rejected, 1148; request for special leave (Rule 8) denied, 1149.

***Frontenac Broadcasting Corporation Limited***

certification application on behalf of a unit of employees (CKWS-TV, Kingston): received, 368; granted, 566.

dispute: C.O. appointed, 1040; C.B. appointed, 1271.

***Hector Broadcasting Company Limited***

certification application by Local 848 on behalf of a unit of employees at Radio Station CKEC, New Glasgow, N.S.: received, 915; representation vote, 1035; granted, 1147.

***Vantel Broadcasting Company Limited***

certification application on behalf of a unit of employees in Design and Film Departments at CHAN-TV, Vancouver: received, 568; granted, 794.

**International Association of Machinists:**

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***Consolidated Aviation Fueling Services Limited***

certification application on behalf of a unit of fueling service personnel employed at Montreal International Airport, Dorval: received, 796; granted, 913; application for revocation received, 1150.

***Northern Wings Limited***

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***Pacific Western Airlines Limited***

dispute: C.O. appointed, 155; settlement, 369.

**International Association of Machinists:—Conc.**

***Quebec North Shore and Labrador Railway Company***

certification application on behalf of a unit of employees in Catering Department: received, 1269.

certification application on behalf of a unit of employees in Freight Department: received, 256; granted, 566.

***Seaboard and Western Airlines Inc.***

certification application on behalf of a unit of aircraft maintenance and fleet service employees: received, 368; withdrawn, 471.

***TransAir Limited***

dispute: C.O. appointed, 369; settlement, 472.

***Trans-Canada Air Lines***

certification application on behalf of a unit of cafeteria employees at Montreal airport: received, 153; granted, 255.

certification application on behalf of a unit of lead production planners, production planners, production forecasters and parts routers: granted, 1147; received, 1149.

certification application on behalf of a unit of planners employed at Overhaul Base at Montreal International Airport, Dorval: received, 916; withdrawn, 1150.

**International Association of Personnel in Employment Security:**

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**International Brotherhood of Electrical Workers:**

***Eastern Telephone and Telegraph Company***

certification application by Local 2096 on behalf of testers and utility men employed at Sydney Mines and Hardwood Hill, N.S.; Spruce Lake, N.B. and Clarendville, Nfld.: received, 673; granted, 795.

**International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America:**

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***Leslie Armstrong Mail Service***

certification application by Local 879 on behalf of a unit of employees: representation vote, 43; rejected, 153.

***Asbestos Eastern Limited***

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***Asbestos Transport Limited***

certification application by Locals 938 and 106 on behalf of a unit of employees: received, 369; rejected, 672.

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***Atomic Transfer Limited***

certification application by Local 979 on behalf of a unit of employees: received, 915; withdrawn, 1037.

***H.W. Bacon Limited***

dispute with Local 419: C.O. appointed, 796; C.B. appointed, 1040; C.B. fully constituted, 1151.

***Barnhill's Transfer Limited***

dispute with Locals 76 and 927: settlement, 45.  
dispute with Locals 76 and 927: C.O. appointed, 921; C.B. appointed, 1040; C.B. fully constituted, 1151.

***John N. Brocklesby Transport Limited***

certification application by Local 419 on behalf of a unit of float drivers: received, 1037; granted, 1147.

***Central Truck Lines Limited***

certification application by Locals 106 and 938 on behalf of a unit of employees: received, 796; representation vote, 913; granted, 1035.

***East-West Transport Limited***

certification application by Local 979 on behalf of a unit of employees (Winnipeg Terminal): received, 1269.

dispute with Local 605: C.O. appointed, 921; settlement, 1271.

***Eastern Transport Limited***

certification application by Locals 938 and 106 on behalf of a unit of employees: received, 369.

***Empire Freightways Limited***

certification application by Local 979 on behalf of a unit of employees: received, 1269; withdrawn, 1269.

***Export Packers***

certification application by Local 938 on behalf of a unit of employees: rejected, 153.

***Fleet Express Lines Limited***

certification application by Local 938 on behalf of a unit of employees: received, 568; rejected, 795.

***Gill Interprovincial Lines Limited***

dispute with Local 605: C.O. appointed, 1150.

***Hill the Mover (Canada) Limited***

dispute with Local 885; (employees, Victoria Terminal): C.O. appointed, 569; lapsed, 1175.

***MacCosham Van Lines Limited***

certification application by Local 938 on behalf of a unit of employees: received, 796; granted, 913.

**International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America:—Cont.**

***MacGregor The Mover Limited***

certification application by Local 91 on behalf of a unit of employees: received, 1269.

***McCabe Grain Company Limited***

dispute with Local 514: C.B. appointed, 472; C.B. fully constituted, 473.

***Middup Moving and Storage Limited***

certification application by Local 519 on behalf of a unit of employees: received, 673; granted, 795.

***Moloughney's Van and Storage Limited***

certification application on behalf of a unit of employees: representation vote, 255; rejected, 368.

***Motor Transport Industrial Relations Bureau (representing certain companies within Federal jurisdiction)***

dispute with Local 106: C.O. appointed, 1271.  
dispute with Local 880: C.O. appointed, 921; C.B. appointed, 1151; C.B. fully constituted, 1151.

***Wm. C. Norris Limited***

certification application by Local 106 on behalf of a unit of employees: received, 154; granted, 255.

***North American Van Lines (Atlantic) Limited***

certification application by Local 927 on behalf of a unit of drivers, packers, craters and helpers: received, 915; granted, 1147.

***Ottawa Pre-Mixed Concrete Limited***

certification application by Local 230: rejected, 43.

***Overnite Express Limited***

certification application by Locals 106 and 938 on behalf of a unit of employees working in and out of Montreal, St. Jerome and Hull, Que., and Toronto, Ont.: received, 796; withdrawn, 1037.

***Sabre Freight Lines Limited***

dispute with Local 605: C.O. appointed, 1150.

***St. John's (Iberville) Transport Company Limited***

certification application by Local 106 and 938 on behalf of a unit of employees at Iberville, Que. and Toronto, Ont.: received, 369, 568; withdrawn, 568; granted, 794.

***D. S. Scott Transport***

dispute with Local 605 on behalf of a unit of employees at Vancouver Terminal: lapsed, 675.

***J. Sherman and Sons Limited***

dispute with Local 880: lapsed, 675.



**International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America:—Cont.**

**John A. Snow**

certification application by Local 419 on behalf of a unit of mail pick-up and delivery drivers: received, 43; granted, 153.

**Tank Truck Transport Limited**

certification application by Locals 880 and 938 on behalf of a unit of employees: rejected, 153.

dispute with Locals 880 and 938: lapsed, 675.

**Vancouver Alberta Freightlines Limited**

certification application by Local 605 and Local 514 on behalf of a unit of drivers, mechanics and warehousemen: received, 672; withdrawn, 796.

**White Pass and Yukon Route**

certification application by Local 605 on behalf of a unit of employees: received, 1149; withdrawn, 1269.

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**International Longshoremen's and Warehousemen's Union:**

**Canadian Stevedoring Company Limited**

certification application by Local 501 on behalf of a unit of employees classified as checkers, mechanics, drivers, shedmen and janitors at Terminal Dock at Vancouver: received, 672; granted, 794.

**Empire Stevedoring Company Limited**

certification application by Local 501 on behalf of a unit of dock machine operators employed on CPR Dock at Vancouver: received, 672; granted, 794.

**Overseas Transport Company Limited**

certification application on behalf of a unit of unlicensed employees: received, 1037; withdrawn, 1150.

**Pacific Stevedoring and Contracting Company Limited**

dispute with Local 505: C.O. appointed, 1040; settlement, 1271.

**Shipping Federation of British Columbia**

dispute with Locals 506, 507 and 510: settlement, 369.

**Tahsis Company Limited**

certification application by Local 503 on behalf of a unit of employees: rejected, 368; request for review of decision, 471; denied, 567.

**Vancouver Barge Transportation Limited**

dispute with Local 512: settlement, 155.

**Vancouver Wharves Limited**

certification application by Local 512 on behalf of a unit of employees employed at the Company's operation at North Vancouver in the handling and warehousing of cargo and in the maintenance of plant equipment: granted, 43.

dispute with Local 512: C.O. appointed, 568; settlement, 674.

**International Longshoremen's Association:*****Atlantic and Gulf Stevedores Limited***

(represented by Shipping Federation of Canada, Inc.)

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

***Brown and Ryan Limited***

(represented by Shipping Federation of Canada, Inc.)

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

***Caledon Terminals Limited***

dispute with Local 1654: (Hamilton operations): C.O. appointed, 257; C.B. appointed, 472; C.B. fully constituted, 473; C.B. report, 798, 803; strike after board procedure, 922; settlement, 1041.

dispute with Local 1869 and Local 1842: C.O. appointed, 257; C.B. appointed, 369; C.B. fully constituted, 473; C.B. report, 798, 809; strike action after Board procedure, 922; settlement, 1041.

***Canadian National Railways (North Sydney, N.S.)***

dispute with Local 1259: C.O. appointed, 1150; settlement, 1271.

***Canadian Pacific Steamships Limited***

(represented by Shipping Federation of Canada, Inc.)

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

***Sam Chados***

(represented by Shipping Federation of Canada, Inc.)

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

***Cullen Stevedoring Company Limited***

(represented by Shipping Federation of Canada, Inc.)

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

***Cullen Stevedoring Company Limited***

dispute with Local 1654: (Hamilton operations): C.O. appointed, 257; C.B. appointed, 472; C.B. fully constituted, 473; C.B. report, 798, 803; strike after board procedure, 922; settlement, 1041.

dispute with Local 1869 and Local 1842: C.O. appointed, 257; C.B. appointed, 369; C.B. fully constituted, 473; C.B. report, 798, 809; strike action after Board procedure, 922; settlement, 1041.

**International Longshoremen's Association:—  
Cont.*****Cunard Steamship Company Limited***

(represented by Shipping Federation of Canada, Inc.)

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

***Eastern Canada Stevedoring Company Limited***

(represented by Shipping Federation of Canada, Inc.)

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

***Eastern Canada Stevedoring Company Limited***

certification application by Local 1654 (formerly International Brotherhood of Longshoremen, Local 1817): request for review of decision, 472; granted, 567.

dispute with Local 1654: (Hamilton operations): C.O. appointed, 257; C.B. appointed, 472; C.B. fully constituted, 473; C.B. report, 798, 803; strike action after Board procedure, 922; settlement, 1041.

dispute with Local 1869 and Local 1842: C.O. appointed, 257; C.B. appointed, 369; C.B. fully constituted, 473; C.B. report, 798, 809; strike action after Board procedure, 922; settlement, 1041.

***Economic Stevedoring Corporation of Montreal, Limited***

(represented by Shipping Federation of Canada, Inc.)

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

***Empire Stevedoring Company Limited***

(represented by the Shipping Federation of Canada, Inc.)

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

***Foley Stevedoring Company***

(represented by Shipping Federation of Canada, Inc.)

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

***Furness, Withy and Company Limited***

(represented by Shipping Federation of Canada, Inc.)

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

***Hamilton Harbour Commissioners***

dispute: C.B. appointed, 45.



**International Longshoremen's Association:—**  
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***Hamilton Shipping Company Limited***

certification application by Local 1654 (formerly International Brotherhood of Longshoremen, Local 1817): request for review of decision, 472; granted, 566.

dispute with Local 1654: C.O. appointed, 257; C.B. appointed, 472; C.B. fully constituted, 473; C.B. report, 798, 803; strike action after Board procedure, 922; settlement, 1041.

***Hamilton Terminal Operators Limited***

certification application on behalf of a unit of longshoremen: received, 256; granted, 368. dispute with Local 1879: C.O. appointed, 472; settlement, 1040.

***J. C. Malone and Company (1959) Limited***

dispute with Local 1846: C.O. appointed, 1040; settlement, 1271.

***McLean Kennedy, Limited***

(represented by Shipping Federation of Canada, Inc.)

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

***Montreal and St. John Stevedoring Company Limited***

(represented by Shipping Federation of Canada, Inc.)

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

***Pittston Stevedoring Corporation of Canada***

dispute with Local 1654: (Hamilton operations): C.O. appointed, 257; C.B. appointed, 472; C.B. fully constituted, 473; C.B. report, 798, 803; strike action after Board procedure, 922; settlement, 1041.

dispute with Local 1869 and Local 1842: C.O. appointed, 257; C.B. appointed, 369; C.B. fully constituted, 473; C.B. report, 798, 809; strike action after Board procedure, 922; settlement, 1041.

***Seaway Forwarding Agencies Limited***

certification application on behalf of a unit of employees: request for review of decision, 471.

dispute with Local 1854: C.O. appointed, 257; settlement, 797.

***Shipping Federation of Canada, Inc.***

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

dispute with Local 375: C.O. appointed, 472; C.B. appointed, 569; C.B. fully constituted, 675; C.B. report, 922; settlement, 922.

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**International Longshoremen's Association:—**  
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dispute with Local 1657 (checkers and cargo repairmen): C.O. appointed, 797; C.B. appointed, 1151; C.B. fully constituted, 1271.

***Three Rivers Shipping Company Limited***

dispute with Local 1846: C.O. appointed, 1040; settlement, 1271.

***Wolfe Stevedores Limited***

(represented by Shipping Federation of Canada, Inc.)

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

***Yorkwood Shipping and Trading Company Limited***

certification application by Local 1654 (formerly International Brotherhood of Longshoremen, Local 1817): request for review of decision, 472; granted, 566.

dispute with Local 1654: C.O. appointed, 257; C.B. appointed, 472; C.B. fully constituted, 473; C.B. report, 798, 803; strike action after Board procedure, 922; settlement, 1041.

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***Northland Utilities Limited***

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***Northland Utilities (B.C.) Limited***

certification application by Local 424: received, 45; withdrawn, 674.

***Uranium City Power Company Limited***

certification application by Local 424: received, 45; withdrawn, 674.

**International Union of Mine, Mill and Smelter Workers:**

***Boyles Bros. Drilling (Alberta) Limited***

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***Boyles Bros. Drilling Company Limited***

certification application by Local 1005 on behalf of a unit of employees employed in Yukon Territory, 567; withdrawn, 568.

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***Canada Tungsten Mining Corporation Limited***

certification application by Local 1031 on behalf of a unit of strip miners in Flat Creek area of NWT: received, 915; granted 1035.

***United Keno Hill Mines Limited***

dispute with Local 924: C.O. appointed, 796; settlement, 921.

**International Union of Operating Engineers:**

***Canadian Arsenals Limited  
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dispute with Local 796: C.O. appointed, 1040; settlement, 1150.

***United Grain Growers Terminals, Limited***

certification application by Local 882: request for review of decision received, 1038.

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***Tahsis Company Limited***

certification application by Local 1-85 on behalf of a unit of employees: rejected, 368; request for review decision, 471; denied, 567.

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**Island Shipping Limited:**

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B.C. Supreme Court rules picketing may be restrained when strike illegal and obstruction occurs; upholds injunction, 376.

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Ont. High Court rules that arbitration board has the power to assess damages for breach of collective agreement, 379.

Que. Superior Court upholds constitutional validity of the 1960 amendments to the Quebec Labour Relations Act, 1155.

Sask. Court of Appeal rules that members of Labour Relations Board, once appointed, cease to represent special group, 58.

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Supreme Court of Canada rules that peaceful picketing directed at causing a strike in violation of Labour Relations Act is an actionable conspiracy, 939.

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**J. A. Gormley (Stevedoring Service)**

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**Island Fertilizers Inc.**

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**MacCosham Van Lines Limited:**

**IBT**

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**MacGregor The Mover Limited:**

**IBT**

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**J. C. Malone and Company (1959) Limited:**

**ILA**

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**Marine Engineers Beneficial Association of Canada:**

***The Algoma Central and Hudson Bay Railway Company***

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***Dominion Steel and Coal Corporation Limited***

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***Hall Corporation of Canada***

certification application on behalf of a unit of marine engineers: received, 1149.

***National Sand and Material Company***

certification application on behalf of a unit of marine engineers: received, 1150.

***N. M. Paterson and Sons Limited***

certification application on behalf of a unit of marine engineers: received, 1149.

***K. A. Powell (Canada) Limited***

certification application on behalf of a unit of marine engineers: received, 1150.

***Scott Misener Steamships Limited***

certification application on behalf of a unit of marine engineers: received, 1150.

**Maritime Airline Pilots Association:**

***Maritime Central Airways Limited***

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**Maritime Central Airways Limited:**

***MALPA***

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**McAllister Towing Limited:**

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**McCabe Grain Company Limited:**

***IBT***

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**McLean Kennedy, Limited (represented by the Shipping Federation of Canada, Inc.):**

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**Middup Moving and Storage Limited:**

***IBT***

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**Midland Railway of Manitoba:**

***Associated Non-operating Unions (negotiating committee)***

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**Moloughney's Van and Storage Limited:**

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**Montreal and St. John Stevedoring Company Limited (represented by the Shipping Federation of Canada, Inc.):**

***ILA***

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

**Montreal Harbour Police Brotherhood:**

***National Harbours Board (Montreal)***

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**Motor Transport Industrial Relations Bureau (certain member companies in Quebec):**

***IBT***

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**Motor Transport Industrial Relations Bureau (representing certain companies within Federal jurisdiction):**

***IBT***

dispute with Local 880: C.O. appointed, 921; C.B. appointed, 1151; C.B. fully constituted, 1151.

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***Canadian Broadcasting Corporation***

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***Canadian Marconi Company Limited***

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***Channel Seven Television Limited***

certification application on behalf of a unit of employees at Station CJAY-TV, Winnipeg: received, 672; granted, 794.

***Kitchener-Waterloo Broadcasting Company Limited***

***(Radio Station CKCR)***

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***Radio Station CHVC***

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**National Association of Broadcast Employees and Technicians:—Conc.**

***Radio Station CJMS Limited (Montreal)***

dispute: C.B. appointed, 369; C.B. fully constituted, 472-73; strike after board procedure, 1041; settlement after strike after board procedure, 1271.

***Radio Station CKVL Limited***

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***Three Rivers Radio Inc.***

dispute: (Station CHLN): C.B. appointed, 257; C.B. fully constituted, 370; settlement, 473.

***Vantel Broadcasting Company Limited***

certification application on behalf of a unit of technicians: received, 470; granted, 794.

**National Association of Marine Engineers of Canada, Inc.:**

***Abitibi Power and Paper Company Limited***

certification application on behalf of a unit of marine engineers: granted, 469.

***Algoma Central and Hudson Bay Railway Company***

certification application on behalf of a unit of marine engineers: representation vote, 470; rejected, 915; reasons for judgment, 916.

***Commercial Cable Company***

certification application on behalf of a unit of marine engineers: representation vote, 470; granted, 672.

***Dominion Steel and Coal Corporation Limited***

certification application on behalf of a unit of marine engineers: representation vote, 470; rejected, 915; reasons for judgment, 916.

***Hall Corporation of Canada***

certification application on behalf of a unit of marine engineers: representation vote, 469; rejected, 915; reasons for judgment, 916.

***La Verendrye Line, Limited***

certification application on behalf of a unit of engineers: granted, 469.

***National Harbours Board***

certification application on behalf of a unit of marine engineers aboard tugs, *Glenkeen* and *Sir Hugh Allan* in Montreal Harbour: representation vote, 913; granted, 1035.

***National Sand and Material Company Limited***

certification application on behalf of a unit of marine engineers: representation vote, 470; rejected, 915; reasons for judgment, 916.



**National Association of Marine Engineers of Canada, Inc.—Conc.**

***N. M. Paterson and Sons, Limited***

certification application on behalf of a unit of marine engineers: representation vote, 469; rejected, 914; reasons for judgment, 916.

***Redwood Enterprises Limited***

certification application on behalf of a unit of deck officers: granted, 1035; rejected, 1036.

***Scott Misener Steamships Limited***

certification application on behalf of a unit of marine engineers: representation vote, 469; rejected, 914; reasons for judgment, 916.

***Shell Canadian Tankers Limited***

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***Upper Lakes Shipping Limited***

certification application on behalf of a unit of marine engineers: representation vote, 469; rejected, 914; reasons for judgment, 916.

***Winona Steamship Company Limited***

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***Ottawa Pre-Mixed Concrete Limited***

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**National Harbour Board Police Brotherhood:**

***National Harbours Board (Montreal)***

certification application on behalf of a unit of harbour and bridge security officers: representation vote, 153; granted, 255; rejected, 255.

**National Harbours Board:**

***NAME***

certification application on behalf of a unit of marine engineers aboard tugs, *Glenkeen* and *Sir Hugh Allan* in Montreal Harbour: representation vote, 913; granted, 1035.

***SIU***

certification application on behalf of a unit of marine engineers aboard tugs *Glenkeen* and *Sir Hugh Allan* in Montreal Harbour: received, 673; representation vote, 913; granted, 1035.

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**National Harbours Board (Churchill Harbour):**

***CSAC***

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**National Harbours Board (Montreal):**

***MHPB***

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certification application on behalf of a unit of harbour and bridge security officers: representation vote, 153; granted, 255; rejected, 255.

**National Harbours Board (Port of Vancouver):**

***VHEA***

certification application on behalf of a unit of security guards: received, 796; granted, 913.

**National Harbours Board (Quebec):**

***CSAC***

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**National Sand and Material Company Limited:**

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***MEBAC***

certification application on behalf of a unit of marine engineers: received, 1150.

***NAME***

certification application on behalf of a unit of marine engineers: representation vote, 470; rejected, 915; reasons for judgment, 916.

***SIU***

certification application on behalf of a unit of deck officers: received, 45; representation vote, 469; granted, 913; rejected, 915.

certification application on behalf of a unit of marine officers: received, 45; representation vote, 470; rejected, 915; reasons for judgment, 916.

**National Syndicate of Longshoremen of Ha!  
Ha! Bay:**

***Saguenay Terminals Limited***

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**National Syndicate of Maritime Workers of  
Lake Saint John:**

***Price Bros. and Company Limited***

certification application on behalf of a unit of  
employees: withdrawn, 674.

**National Syndicate of Salaried Employees of  
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***Saguenay Terminals Limited***

dispute: C.O. appointed, 257.

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**Newfoundland Federation of Labour:**

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**Wm. C. Norris Limited:**

***IBT***

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**North America Van Lines (Atlantic) Limited:**

***IBT***

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helpers: received, 915; granted, 1147.

**Northern Cleaning Agencies, Inc.:**

***Building Service Employees International  
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**Northern Wings Limited:**

***IAM***

dispute: settlement, 45.

**Northland Navigation Company Limited:**

***SIU***

dispute: C.B. appointed, 472; C.B. fully con-  
stituted, 569; C.B. report, 798, 799; settle-  
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**Northland Shipping Company Limited:**

***SIU***

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**Northland Utilities Limited:**

***IUEW***

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**Northland Utilities (B.C.) Limited:**

***IUEW***

certification application by Local 424: received,  
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**Northwest Shipping Company Limited:**

***CBRT***

certification application on behalf of a unit of  
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**Nova Scotia Federation of Labour:**

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**Office Employees' International Union:**

***Consolidated Freightways***

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**Ogilvie Flour Mills Company Limited:**

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**Oil, Chemical and Atomic Workers' International Union:**

***Polymer Corporation Limited***

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**Ottawa Pre-Mixed Concrete Limited:**

***IBT***

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***NCCL***

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**Ottawa Atomic Workers Union:**

***Atomic Energy of Canada Limited***

dispute with Local No. 1541 (employees, Commercial Products Division, Ottawa): C.O. appointed, 569; settlement, 674.

**Overnite Express Limited:**

***Association of Employees of Overnite Express Limited***

certification application on behalf of a unit of employees working in and out of Montreal, St. Jerome and Hull, Que., and Toronto, Ont.: withdrawn, 1037.

***IBT***

certification application by Locals 106 and 938 on behalf of a unit of employees working in and out of Montreal, St. Jerome and Hull, Que., and Toronto, Ont.: received, 796; withdrawn, 1037.

**Overseas Transport Company Limited:**

***ILWU***

certification application on behalf of a unit of unlicensed employees: received, 1037; withdrawn, 1150.

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**Pacific Elevators Limited:**

***UBW***

dispute with Local 333: settlement, 46.

**Pacific Stevedoring and Contracting Company Limited:**

***ILWU***

dispute with Local 505: C.O. appointed, 1040; settlement, 1271.

**Pacific Tanker Company Limited:**

***SIU***

dispute: C.O. appointed, 45; settlement, 1040.

**Pacific Western Airlines Limited:**

***IAM***

dispute: C.O. appointed, 155; settlement, 369.

**N. M. Paterson and Sons Limited:**

***MEBAC***

certification application on behalf of a unit of marine engineers: received, 1149.

**N. M. Paterson and Sons Limited:—Conc.**

**NAME**

certification application on behalf of a unit of marine engineers: representation vote, 469; rejected, 914; reasons for judgment, 916.

**SIU**

certification application on behalf of a unit of marine engineers: received, 44; representation vote, 469; rejected, 914; reasons for judgment, 916.

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B.C. Supreme Court rules that if picketing is to persuade it can be enjoined in the absence of a strike, 821.

Supreme Court of Canada rules that peaceful picketing directed at causing a strike in violation of Labour Relations Act is an actionable conspiracy, 939.

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**Pittston Stevedoring Corporation of Canada:**

**ILA**

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**Pittston Stevedoring Corporation of Canada:—Conc.**

dispute with Local 1869 and Local 1842: C.O. appointed, 257; C.B. appointed, 369; C.B. fully constituted, 473; C.B. report, 798, 809; strike action after Board procedure, 922; settlement, 1041.

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**Polymer Corporation Limited:**

**OCAAWIU**

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**"Portable" Pensions:**

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**Porter Shipping Limited:**

**SIU**

certification application on behalf of a unit of marine engineers: received, 1149.

certification application on behalf of a unit of unlicensed personnel: received, 1149.

**K. A. Powell (Canada) Limited:**

**MEBAC**

certification application on behalf of a unit of marine engineers: received, 1150.

**Pressure Vessels:**

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**Price Bros. and Company Limited:**

**NSMW**

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**Q****Quebec Central Railway Company:***BLFE*

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**Quebec Central Transportation Company:***CBRT*

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**Quebec Federation of Labour:**

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**Quebec North Shore and Labrador Railway Company:***BMWE*

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*IAM*

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*SIU*

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**Quebec Paper Sales and Transportation Company Limited:***SIU*

dispute: C.O. appointed, 797; C.B. appointed, 1040; C.B. fully constituted, 1151.

**Quebecair Inc.:***CALPA*

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certification application on behalf of a unit of marine engineers: received, 44; representation vote, 469; rejected, 914; reasons for judgment, 916.

**Seaboard and Western Airlines Incorporated:**

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**Alaska Cruise Lines Limited**

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**Beaver Dredging Company Limited**

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**Cadwell Marine Limited**

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***Canuk Lines Limited***

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***Commercial Cable Company***

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***Davie Transportation Limited***

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***Dominion Coal Company Limited***

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***Eagle Transportation Company Limited***

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***Federal Commerce and Navigation Company Limited***

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***Hall Corporation of Canada***

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***Harbour Development Limited***

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***Holden Sand and Gravel Limited***

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***Island Shipping Limited***

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***National Sand and Material Company Limited***

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***Northland Navigation Company Limited***

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***Northland Shipping Company Limited***

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***Quebec Paper Sales and Transportation Company Limited***  
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***Redwood Enterprises Limited***  
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***Sannie Transportation Company Limited***  
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***Scott Misener Steamships Limited***  
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**IAM**

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**United Grain Growers Limited:**

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**United Packinghouse Workers of America:**

***Ogilvie Flour Mills Company Limited***

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**United Steelworkers of America:—Conc.*****Rio Algom Mines Limited***

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**Upper Lakes Shipping Limited:*****BRSC***

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***CLC***

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***NAME***

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**Vancouver Barge Transportation Limited:*****CBRT***

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**Vancouver Wharves Limited:*****ILWU***

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**Western Union Telegraph Company:***ACA*

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**Westward Shipping Limited:***CBRT*

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**IBT**

certification application by Local 605 on behalf of a unit of employees: received, 1149; withdrawn, 1269.

**Horace B. Willis Limited:****LPU**

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**Winona Steamship Company Limited:****CMSG**

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**SIU**

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